NALGO INSURANCES

ARE EXCLUSIVE TO MEMBERS AND THEIR FAMILIES

PUBLIC SERVICE

KEENEST RATES

HOUSEHOLDER'S

INSURANCE

SEE PAGE 3

SEPTEMBER 1959

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

VETO BATTLE WON TEENAGE SPLASH-NALGO's great victory for health staff

NALGO has won the Battle of the Veto. That is the effect of two important recent decisions affecting the Association's health service members.

DEATH OF J. E. JENKINS

affecting the Association's h
On July 23, the Industrial
Court agreed that the new salary
scales for administrative and
general grades shall apply in full
for all from July 1.
On August 15, the Administrative and Clerical Whitley
Council agreed new scales for
the higher "designated" grades.
These will be payable in instalments retrospectively from July
1, 1958.

Thus, less than two years after the Minister of Health vetoed an interim pay increase of 3 per cent, practically all officers affected by that veto will be getting salaries well above the levels the Minister refused.

We led the fight

That is an outstanding vic-tory, for which NALGO can

claim most of the credit.

Though NALGO is only one of the organisations on the staff side, it was NALGO that baunched and led the campaign against the veto.

It was NALGO that spent

£9,000 on a publicity campaign that filled the headlines of the

We regret to record the death, on July 30, of John E. Jenkins,

Pioneer of mechanisation

His appointment as financial officer coincided with the Association's decision to extend its membership from local government to the six major services it covers today. He reorganised his department to meet the heavier demands on it, intro-

his department to meet the heavier demands on it, intro-ducing a far-reaching system of financial control and mechan-

cedures unique at the time

A pre-war member of the Auxiliary Air Force, he served throughout the war, most of the time on special loan to the Royal

Canadian Air Force, where he

administered the pay code for 40,000 staff and pupils of the Commonwealth Air Training

Plan. He rose to the rank of Squadron Leader.

He was, indeed, a pionee

development punched-card machinery and introduced a number of pro-

£17.000.000.

ised accounting

40,000 staff

national press for ten weeks.

It was NALGO that inspired and provided the ammunition for two debates in Parliament.

It was NALGO that led deputations to the Minister of Health and, when those failed, to the Prime Minister himself Prime Minister himself.

NALGO the spokesman

It was NALGO that prepared the staff side's claim for new salaries scales based on the report of Sir Noel Hall—for which NALGO had been pression for wheels.

ing for years.
It was NALGO's spokesmen

It was NALGO'S spokesmen who argued those claims in the Whitley Council—and twice before the Industrial Court.

The new scales for designated grades had not been published when we went to press. The Whitley Council announced that serimilation to the new scales. assimilation to the new scales assimilation to the new scales would be carried out in two or more instalments, but that it would take some time for details to be worked out.

The immediate application of

HOW MINISTER WAS GRILLED

"At the time of the rum-pos, when the Minister of Health vetoed the pay award to health service em-ployees, I was invited to join the television 'Press Conference,' where the man in the hot seat was to be Derek Walker-Smith.

be Derek Walker-Smith.

"On the morning of the programme, the NALGO boys gave me a ring. Would I like to hear their side of the case. Would I? You bet!

"I had a luncheon engagement, but I cancelled it and met them instead. They put their arguments to me and the result was that I went to the B.B.C. studios fully briefed on the issues involved.

"The result was a neetty."

"The result was a pretty searching grilling for the Minister and he admitted afterwards that my brief was better than his."

Trevor Evans, industrial correspondent of the 'Daily Express,' in 'Red Tape.'

the scales agreed a year ago for staff in the general and senior administrative grades is a major

Government refused

When these scales were agreed a year ago, the Minister insisted, and the Industrial Court agreed, that the higher groups must take

that the higher groups must take them in instalments. Clerical and higher clerical officers went on to the full new scale on July 1 this year. General administrative officers were to wait to July, 1960. Senior administrative officers had to wait until July, 1961. Last March, after the Govern-ment had agreed substantial in-

ment had agreed substantial in-creases for civil servants, the staff side asked that this instal-ment plan be abandoned and all

go to the new grades at once.

The management side, on the insistence of the Government,

The staff side thereupon took its case to the Industrial Court, where it was argued by NAL-GO's health staffs organiser, Ben Smith.

A sticky wicket

cision.

He was also asking it to alter its own award, given only a year earlier.

Nevertheless—as is reported on page two—he succeeded.

The Court rejected the Minister's arguments and

amended its previous award. It was decided that the instal-ment scheme should be dropped

and that all general and senior

administrative officers should be fully assimilated to the new

By these latest successes, NALGO has gone a long way

towards raising its health service members—hitherto one of the worst-paid groups in the public service—to something like fair

comparison with the rest,

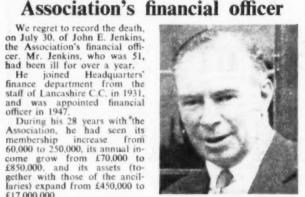
long way

scales from July 1.

Mr. Smith was batting on an exceptionally sticky wicket. For he was not only asking the Court to override a Cabinet de-W. C. Anderson, the general

Although somewhat shy and "Although somewhat shy and retiring, he was popular with all with whom he came in close contact. He enjoyed being 'one of the boys' when the occasion arose and, while finding enjoyment in jokes against others, equally enjoyed a joke against himself.

"NALGO has lost an efficient officer, who gave it excellent service, and the staff have lost a jovial, respected colleague."



John E. Jenkins

W. C. Anderson, the general secretary, writes:
"To those who did not know him, John Jenkins may have appeared austere and uncompromising. He administered his department firmly, and expected from others the effort, efficiency and discipline he gave himself.
"But behind this facade, there was a friendly, sympathetic man, who was always ready to advise and help those who, perhaps by foolishness, had placed themselves

foolishness, had placed themselves in difficulty. The dishonest, how-ever, could expect neither sym-pathy nor help.

H.Q. FINDS A

The verdict will be binding on both sides whichever method is

ON OTHER PAGES

we need an officer class? ... Four services look ahead Spotlight on the Dental

Estimates Board

MY NALGO DIARY SCOTTISH NEWS READERS' FORUM MY BOOKSHELF ICONOCLASTES COMPETITION CROSSWORD ... PRETTY GIRLS

and NEW PAY SCALES ... 14-15



By Anita Lonsbrough, diving in to bring more world swimming records back to Britain. It's a job to keep up with Anita—as other swimmers have found. In recent weeks she has competed successfully in Holland, Cardiff, Blackpool, and Rome. Back home in Huddersfield, this 18-year-old water-baby is a clerk in the borough treasurer's department. Wherever she goes, she's buoyed up by the good wishes of her fellowmembers of the Huddersfield branch of NALGO.



Electricity pay claim going to arbitration

Electricity staffs are taking to

arbitration their claim for a review of their salaries.

This was decided at a special meeting of the National Joint Council on July 28, when boards' members still refused to

boards' members still refused to accept the claim as a basis for negotiation.

The arbitration will be by a special tribunal whose compo-sition has to be agreed by both sides of the N.J.C. Failing such agreement, they will ask the Minister of Labour to appoint a special court. a special court.

Award will be binding

both sides whichever method is used.

This is the first time electricity staffs have sought the help of a specially appointed arbitration body.

In 1951 and 1952, they took salary claims to the Industrial Court—and were largely successful both times.

It is also the first time they have had to seek an arbitration

The Association is to lease an entire wing of "Woolworth House," a fine new office building recently opened by F. W. Woolworth & Co. just outside Marylebone Station, London outside London.

ln 1951 and 1952, there had already been negotiations in the N.J.C., but the two sides had failed to agree on scales. This time, the boards' members refused to nego-tiate at all.

The claim and its background are explained by L. G. Moser, organising officer for electricity staffs, on page 3.

NEW HOME

Early next year, NALGO will be moving into new Headquar-

There, it will have 34,000 square feet of space—9,000 more than it has now—on four floors, plus a basement garage.

The new offices are now being planned to meet the Associa-tion's special needs. They will house all departments, and the ancillaries, under one roof, instead of, as at present, spread over ten houses on two sides of a busy road,

The move should thus enable the Association to give even better service to its members.

Woolworth House is just half a mile from the present Head-quarters. It is within easy reach of all parts of London.

Details on page &

Minister's **New Town** pledges

NALGO'S battle for a square deal for new towns officers is moving to the Whitley Council front.

There, the Association will ask the development corporations to agree compensation for officers whose jobs disappear as the towns are completed. the towns are completed.

This is the outcome of govern-ment pledges given in Parlia-

A Newspaper again

Because the printing dispute was unsettled when we began preparing this month's "Public Service," it appears again as a newspaper. Inquiry of branches suggests that most members prefer it that way, so the N.E.C. will consider this month whether to make the change permanent.

ment after NALGO had raised

the problem.

The promises, which the government spokesman in the House of Lords said had been made in terms so categorical that neither the present Minister nor any successor "could possibly avoid honouring them without great trouble," are that:

The Minister will allow development corporations to pay council. the problem.

ment corporations to pay compensation; and

e new towns commission which will take over from the

development corporations will continue to pay whatever compensation is agreed.

The New Towns Whitley Council is expected to meet before the end of this month.

Report on page 10.

HEALTH STAFFS' VICTORY

Court awards new scales in full from July 1

from April 1, 1958, each officer going from his old scale to the "corresponding point" on the

new.

The management side, argu-

The management side, arguing that the big immediate increases resulting from this would be against the government's policy for controlling inflation, put forward a scheme of "transitional scales" devised by the Ministry of Health. This delayed application of the new scales for one, two, or three years, and suspended normal increments for some officers.

crements for some officers. Government's lead

The difference was referred to the Industrial Court, The Court awarded bigger immedi-

ate increases than the manage-ment side had proposed, but agreed to the instalment plan

and suspension of increments.

Both sides, Mr. Smith continued, accepted this award.

But by March this year, the situation had changed. The

LL health service staff in the general and senior ad-A ministrative grades are now getting their full salaries on the scales agreed by the Whitley Council last year—instead

of having to wait until July 1, 1960, or July 1, 1961.

This was decided by the Industrial Court last month, when it awarded full implementation of the scales from July 1, 1959. It was a triumph for the staff side—who worked largely under the impetus of NALGO—for three reasons:

(a) It brought further increases to staff in the general and senior administrative grades; (b) It made possible a far more favourable settlement on assimilation for designated grades than would other-

wise have been the case; and (c) It has enabled the Council to rectify many of the anomalies arising from the introduction of the new scales.

It means, too, that the staff side has persuaded the Industrial Court to revise one of its own awards. For it was the Court itself which, a year ago, laid down the scheme under which assimilation from the old salary scales to the new was, for many officers, spread over several years.

Resisted to the end

To the last, the Ministry of Health fought to prevent any speeding-up of application of the scales. Even when Lord Forster, the President of the Court, suggested that the two sides should settle out of court, the prevent settled.

sides should settle out of court, its spokesman refused.

It was NALGO's organising officer for health staffs, Ben Smith, who argued the staff case at the hearing on July 8.

A year ago, he said, the Whitley Council agreed new grades and salary scales on the basis of Sir Noel Hall's report.

The staff side thought that the scales should be applied in full,

civil servants, Other health service Whitley Councils had agreed rises of £300 a year or more for other grades of staff, and the Ministry and Treasury had approved them.

On March 12, therefore, the staff side asked that all the new scales for A. & C. staff be applied in full as from July 1, 1958.

Ministers opposed

government itself had agreed substantial increases, back-dated to July 1, 1957, for many

The management side asked that consideration of this application be deferred to May 13, to give its members "opportunity to consider the important

to give its members "opportunity to consider the important issues involved."

"Early in May," Mr., Smith continued, "the staff side was reasonably confident that the Ministry officers and the non-departmental members of the management side were disposed to agree with its proposal, in part if not completely.

"But when the Whitley Council met, it became clear that, whatever the management side thought of the proposal, it was bound by a decision made at government level and could not enter into an agreement.

"The non-departmental members of the management side were not able to say what they thought. Neither was the Ministry officer, who had to announce a decision of Ministers without being able to explain the policy considerations on which it had been made.

"Rreathfaking" attitude

"Breathtaking" attitude

"One thing only became clear. This was that the Ministers pre-ferred to have the Industrial Court make a decision rather than the Whitley Council on which the

Minister is directly represented.

"The present claim is being opposed by a representative of the Ministry, but we have no knowledge of the opposition case.

"The argument of the management side in July 1958 for not immediately applying the new scales in full was that health service A. & C. staffs should not be exempt from the government's economic policy.

"But agreements and awards before and since July 1958, in the civil service, in local government, and in the health service itself, show that this policy has not been applied generally, but only to the staffs covered by this claim.

"After what was said to this court by the Ministry spokesman—on Treasury Instructions—in July 1958 about the need for partial implementation of the scales, it is breathtaking to learn that, in February 1959, the Treasury agreed that increases to civil service clerical officers should be applied in full and back-dated to July 1, 1957.

"Calamitous for service"

"Calamitous for service"

"The scales negotiated in April 1958 were the result of an independent investigation made necessary by widespread concern over the unsatisfactory A. & C. salaries. "They were agreed to raise health service standards to those which had applied in other public services for some time.

"If full implementation of these salaries is now further delayed, that will perpetuate the situation the independent investigator sought to remedy. And if the present situation were to continue, it would be calamitous for the health service.

"The staff side therefore asks the court to agree that the new salary scales be applied in full without transitional arrangements."

Opposition case

Opposition case

Opposing this claim for the management side, Mr. J. A. Willis, of the Ministry of Health, said that it amounted to setting aside, with retrospective effect, a central feature of the settlement laid down by the award of the Industrial Court

less than a year ago.

It also raised a major question of principle in seeking to vary an award of the court while it was still being implemented.

"In view of these considerations," Mr. Willis continued, "the management side thought it right to consult Ministers. They felt bound to accept the view of Ministers that they could not approve an agreement to vary an award during its currency. In addition, said Mr. Willis, the management side felt strongly that all agreements, however arrived at, should run for a reasonable time. The staff side was seeking to alter this

side was seeking to alter this award less than a year after it had been made.

Ministry inconsistent

Mr. Ben Smith pointed out that Mr. Willis had not dealt with the fact that the Ministry itself had proposed increases itself had proposed increases ranging between £16 and £360 a year for nurses and midwives.

"At the previous hearing in July 1958," Mr. Smith continued, "Mr. Willis said that the £400 increase granted by the Ministry to biochemists and physicists was not inflationary because only a few people were going to get £400 immediately.

"Since then, the Government

"Since then, the Government has given its own servants increases back-dated to July 1, 1957, at a cost of £7½ million. If that is not inflationary, in the sense used by the management side, then I do not know what is."

"Irrelevant"

Mr. Willis suggested that the analogy with the increases given to civil servants was irrelevant. That was based on a report of the Civil Service Pay Research Unit on a survey made in 1957. The salaries awarded were based on conditions then. That concluded the hearing. On July 24, the Court announced its award—that the new salary scales should operate

salary scales should operate fully from July 1, 1959.

MORE PAY FOR P.H. & MENTAL **NURSES**

Public health and domiciliary nurses and midwives, and nurses in mental and mental deficiency

in mental and mental deficiency hospitals, receive pay rises under the latest agreements reached by the Nurses and Midwives Whitley Council.

The new scales—given in detail on page 15—apply from March 1, 1959.

The agreements are part of the large-scale grading and salary revision which the Council started last March, after the management side had countered a staff side claim for an all-round 5 per cent increase with a proposal that all salaries and allowances should be reviewed.

Review nearly ended

Review nearly ended

The first agreement, covering many grades of nurses in general, mental, and maternity hospitals, was agreed on March 16. There was a temporary difference over the date of operation—the management side suggesting April 1 and the staff side January 1 or March 1—but this was resolved when the Minister shortly afterwards approved shortly afterwards approved March 1.

The grade of assistant matron/ assistant chief male nurse has been redefined.

An unqualified tutor in post between March 1 and July 23, 1959, receives an additional allowance of £25 a year.

T.A. NURSES

Nurses who hold the British Nurses who hold the British Tuberculosis Association's Certificate only, and are engaged on duties other than nursing T.B. patients, are to be employed and paid as enrolled assistant nurses. The salary scale, recently improved, is £430-£550.

You'll find British steel in some shape or form everywhere in the world. The reason is simple: for British Steel men no order is too big, too unusual or too difficult.

'REVIEW ELECTRICITY PAY NOW'

Why we are going to arbitration

by L. G. MOSER

National organising officer for electricity staffs

"This is a sound, straightforward claim. But it raises some important issues, and it will not be settled quickly."

That is what I told the pre-Conference meeting of electricity delegates about our present salary claim.

It remains true now that—as reported on page 1—the claim is going to arbitration.

The claim was summarised in the May Public Service. It asks for a review of the general clerical scale in the light of recent changes in the scales for civil service clerical officers and clerical assistants, and for a consequential review of the other electricity scales. The three scales menural give for their refusal are sumgive for their refusal are sum-

panel.

marised in the accompanying

Others raise the "important issues" mentioned in the first sentence above. First, there is the significance

First, there is the significance of the new civil service scales. These result from an award of the Civil Service Arbitration Tribunal in February this year. That award was based on evidence of what was being paid for broadly comparable work outside the civil service.

Outside pay the test

This evidence had been collected, over many months, by the Civil Service Pay Research Unit, established to help the Government to give effect to the recommendation of the Royal Commission on the Civil Service that "the primary principle" of civil service pay should be fair comparison with what was being paid outside.

what was being paid outside. Our claim, therefore, is not

Con Sel

i takk Bata. Regents Abubl adule

A LETTER

OR A

lectricity general clerical: £205-£590, with bar at £505, ivil service clerical assistants: £209-£589, with no bar.

vil service clerical officers. £275-£765, with bar at £645.

Boards' refusal

The claim contends that the duties and qualifications re-quired of general clerks in the supply industry fall somewhere between those of clerical assistbetween those of elerical assist-ants and elerical officers in the civil service, and that they should be paid accordingly. But the claim does not ask for specific increases. It asks only for a review of our scales

scales.
It is this review that boards'
members refuse to discuss.
"The present rates," they

"The present rates," they maintain, "are fair and equitable, and the claim cannot be accepted as a basis of negotiation." some of the reasons they

A POSTCARD

.

that supply industry pay should necessarily be the same as civil service pay.

It is that supply industry

pay should compare with what is being generally paid outside the industry, and that

these civil service scales pre-vide a guide to that. So the objection of boards' members that "comparison with the civil service would seem to be less relevant than compari-son with other bodies" is itself

Fair pay a duty

We do insist, however, on one point of similarity between the supply industry and the civil

The Royal Commission said that the State was under a categorical obligation to remunerate its employees fairly. We believe the same obligation binds the nationalised supply industry. Boards' members, I think, do not seriously reject the basis of "fair comparison." The difficulty has been that, in the past, the National Joint Council has

April 16-Staff side's claim

May 26-N.J.C. meeting. Boards' members ask for

July 9—Memorandum of boards' members' objec-tions sent to secretary of N.J.C. staff side.

July 14-N.J.C. meeting. Boards' members refuse to accept claim as basis of negotiation. Staff side requisitions special meeting.

THE CLAIM TO DATE

sent to secretary of boards members' side of N.J.C.

time to consider principles involved.

July 28—Special meeting of N.J.C. No progress. De-cision to go to arbitration.

never been able to get enough information about what other

In 1956, for instance, boards' members rejected as insufficiently representative such examples as the staff side was able to muster at that time.

So they might have been expected to welcome the result of

pected to welcome the result of the Pay Research Unit's in-quiries as a long-needed guide to what "fair remuneration"

Evidence discounted

But, unfortunately, they seem intent to discount the Unit's

The Unit assured employers investigated that the information they provided would not be used except for civil service purposes. Therefore it has refused to disclose its detailed fordings rough the civil service. findings save to the civil service negotiators.

This means, complain boards' members, that other employers cannot check its facts or its judgments.

Again, they say, the Unit is thought to have investigated only some 50 concerns. They believe that, if a different 50 had been chosen, or if different investigators had been used, the results might have been

results might have different.

These comments ignore the fact that the Unit's findings were accepted by the Treasury—one of the most careful bodies in the country—after they had been thought after. they had been thoroughly sifted by the Civil Service Arbitration Tribunal.

Treasury satisfied

The last major objection attacks the staff side's contention that there is a similarity between the duties of supply industry general clerks and civil service clerical officers.

On the contrary, say boards'

members, our clerks are more akin to clerical assistants, whose new scale is so similar to theirs. Clerical officers, they rightly point out, can be called on when necessary to supervise the work of others; and, in the supply industry, this responsibility falls not on the general clerk but on graded staff.

The civil service pay structure, they add, is different from that of the supply industry. New recruits can enter any one of several groups, but it is more difficult to transfer from one group to another.

The staff side can and did, of course, answer these objections.

of course, answer these objec-tions in detail.

Do duties differ?

Do duties differ?

It repeated, for example, the definition of what is required of civil service clerical officers:

"They perform all the simpler duties not assigned to clerical assistants; deal with particular cases in accordance with well-defined regulations, instructions, or general practice; scrutinise, check, and cross-check accounts, claims, returns, etc., under well-defined instructions; prepare material for returns, accounts, and statistics in prescribed forms; undertake simple drafting and precis work; collect material on which judgments can be formed; and supervise the work of clerical assistants."

Most of these duties, we argue,

Most of these duties, we argue, are performed by many general clerks in the supply industry and those that are not would generally be done by mature clerical officers on the higher ranges of the scale.

"Let's talk it over"

We point out that the Treasury told the Civil Service Arbitra-tion Tribunal that promotion prospects for clerical officers

argue that, because the supply industry recruits through one scale, it is especially im-portant that that scale should bear comparison with salaries paid outside.

also give this shorter

We also give this shorter answer:

We agree that there are differences between the two pay structures, and between our general clerks and civil service clerical officers. So let us talk them over together and negotiate together a revised scale that takes account of the differences as well as of the differences as well as of the similarities. We are not asking for specific

We are not asking for civil

We are not asking for civil service scales as such.

But we find it significant that, in 1948, when our scales were first adopted, and when, if ever, there was an attempt at objectivity, the general clerical scale (£135-£385) was much closer to the clerical officers' scale (£145-£440, with bar at £350).

Case for review

The civil service clerical assistants' scale for men was not introduced until January 1951, when it ran from £135 to £369. By that time, the electricity general clerical scale was a good deal higher—£150 to £430.

That our scale now approximates to the clerical assistants' scale instead of, as previously, to the clerical officers' scale constitutes, we contend, a prima facie case for a review.

STAFF SIDE ASKS FOR DOUBLE SHIFT RATES

A staff side claim, which seeks to double the allowances paid to electricity staffs on shift work, is now being considered by the National Joint Council's negoti-

National Joint Council's negotiating committee.

The present allowances are: for shifts in immediate succession covering 24 hours—including Sundays £35; for shifts covering only part of 24 hours—including Sundays £35, excluding Sundays £25.

Point Counter Point

Here are some more objections boards' members have brought against the electricity pay claim—and the staff side's replies. They are summaries not quotations.

★ This claim comes too so after the last pay increase.

The last claim was made nearly 12 months ago. In any case, it asked merely for the extension to clerical and administrative staffs of the principle boards themselves had just introduced for other sections—that staff contributions to increasing productivity and prosperity deserved some financial reward.

★ The claim is incompatible with the last. It depends on comparison with what is being paid outside the industry. The last was based on what was being paid to other sections within the industry.

The "productivity" claim was a special one based on an initiative taken by the boards themselves. But its acceptance does not mean that salaries of clerical and administrative staff are determined by or dependent on those of other employees in the industry.

Electricity boards cannot levy taxes or rates. They are trading concerns, and have to pass any rise in costs on to the consumer, who is free not to use electricity if it gets too dear.

Local authorities which do levy rates use the opposite argument when NALGO is negotiating with them! Elec-

tricity is still much cheaper than most commodities—thanks largely to the efforts and efficiency of its workers. Those workers should not be asked to subsidies cheap electricity while they themselves have to pay more for other goods because other workers are getting higher pay.

★ Present pay is bringing us enough recruits of the quality we need.

Enough, perhaps—but not of the right quality. In fact, few have the educational qualifications laid down in the N.J.C. agreement, to which the boards themselves

★ The work of the Civil Ser-vice Pay Research Unit was not intended to apply to other services and indus-tries. If it resulted in higher pay outside the civil service, the Unit would have to start

all over again.

The Unit's comparisons were based on medians, not averages. Alterations to scales lower than the civil service scales, would not, therefore, affect them, so long as those scales did not rise above the civil service standard. Whatever the original intentions, the Unit's work has resulted in a guide to "fair comparison" of which all good employers should take heed.



WRITE TODAY—SEE COUPON OPPOSITE

TOWARDS ASSURED SECURITY To NALGO INSURANCE DEPARTMENT (LOGOMIA) I YORK GATE, REGENTS PARK, N.W.I (WELbeck 4481) Please send me details of the following types NAME..... AGE NEXT BIRTHDAY..... ADDRESS ENDOWMENT ☐ WHOLE LIFE ☐ MORTGAGE PROTECTION MOTOR ■ MOTOR HIRE PURCHASE

☐ HOUSEHOLDER'S COMPREHENSIVE

CAN BE THE FIRST STEP

Future of electricity 'as assured anything can be design and working of conventional power stations. The trend of progress is always towards bigger, simpler, more efficient, and more reliable

by ERNEST LONG

Member, Central Electricity Generating Board

are limited.

WITHOUT electricity, twentieth century life would be W unthinkable. Nine out of every ten homes in England and Wales, three out of every four farms, and most industries depend on it. We are daily finding more uses for the light, power, and heat it brings us. Many modern industrial pro-

cesses are possible only because of the flexibility and control it provides.

The amount of electricity we use doubles every ten years. In 1938, it was 20,712 million units. In 1947-8, it was 36,391 million.

Will this trend continue?
Or shall we eventually reach saturation point?
The trend is not confined to

Britain. In Europe, too, demand has doubled every ten years. The Electricity Committee of the Organisation for European Economic Co-operation, report-ing on this question recently, saw

no sign of any slackening.

It decided that estimates based on a ten-year doubling of demand would not be more than 10 per cent out after 15 years.

Ever-rising demand

In this country, we are clearly long way from saturation a long way from saturation point. Today, only one home in ten has an electric refrigerator, only one in five an electric water heater. The Clean Air Act must greatly increase the use of electricity

What does this phenomenal growth mean to the electricity industry?

means that it must constantly be planning new power stations and transmission lines to meet the ever-rising demand.

And that involves all the technical problems of planning—estimating future loads, finding aites for new stations, retiring

do that, the planning staff uses the most modern statistical and forecasting techniques Tentative plans are made for seven to ten years ahead. The generating capacity for 1966 has already been forecast. Final programmes are ap-

proved as late as possible to get the benefit of the latest improve-ments. Even so, plant must be ordered up to four years ahead.

But the most efficient generat ing plant is useless without fuel. Shall we have enough? Our national power-resources

Nuclear programme

In 1957, the government revised its nuclear power programme, agreeing to the instalation of nuclear reactors to feed five to six million kilowatts into the national grid by 1966. But, since then, demand for coal has fallen and the industry is

extracting more than it can sell.

The Generating Board, in consultation with the Minister of Power, must consider the balance of coal, oil, and nuclear fuel, and plan in the most economical way for both long-term mical way for both long-term and short-term.

Output is not the only yard-stick of progress. Another outstanding development is the increasing size and efficiency of generating units. Some of those now being built are three and a half to four and a half times as powerful as those of 1948.

The Board has ordered a 550,000 kilowatt set to come into operation in 1963. This single machine will have a capacity greater than that of any individual power station in 1948.

Increasing efficiency

These increasingly efficient sets should accelerate the ther-

mal efficiency of generation—the amount of energy extracted from a given weight of fuel.

In 1948, average thermal efficiency was 21 per cent—and the Castle Donington power station Castle Donington power station was working at 33 per cent. Since 1948, rising efficiency has saved 42 million tons of coal, worth more than £150 million.

Greater efficiency cuts costs other ways. Since 1948, the number of power station workers has been reduced from 2.75 to 1.56 for each megawatt sent out and the capital cost of new generating capacity (conventional stations) has been held level at about £50 per kilowatt despite a 70 per cent increase in prices and labour costs.

What other problems lie ahead? I see three:

Technical progress.—The Generating Board is broadening the scope and increasing the tempo of research, mainly into nuclear generation. More research laboratories are being built.

Each of the five regions is set-ting up a research section. In the current year, capital and revenue expenditure on research will ex-ceed £2 million. As well as nuclear generation, much work is being done on improving the

equipment in all fields.

Finance.—In 1957-8, the Generating Board had a surplus of more than £13 million. In the next seven years, the industry expects to finance about 48 per cent of its gross capital needs from internal resources, com-pared with 42 per cent during its first ten years.

Public Relations.—Under this heading, I list a formidable group of problems, such as the siting and design of power stations, the countering of popular fears raised by the word "nuclear," and getting agreement on the routes of power lines.

Everyone wants electricity—but nobody wants a pylon in his back garden or a power station blocking his view.

We must convince the public that we have a vital job to do and that we try to do it honestly and with every effort to reduce interference and incon-

and with every effort to re-duce interference and incon-

But we still have some way to

go before we establish an advance reputation as "good neighbours." The prestige value of the first nuclear stations may help—and, remembering the pioneers, we do not despair.

How are we to face the future? As I see it, the answer depends on three things—hard work, luck, and judgment.

To carry out its duty to be "efficient, co-ordinated, and economical," the Generating Board must get the best advice and information it can. That means hard work for its officers in sifting and preparing material, for the Board in appraising the

information and taking policy decisions, for operational staff in reaching and maintaining the highest standards. We shall need an occasional

slice of luck to avoid the set-backs that no amount of hard work could have foreseen.

We shall need judgment to decide between alternative courses of action, and to give the right weight to short-term and longterm interests.

Given those qualities, we can forward, confident t industry's future is our assured as anything can be

LOOKING AHEAD

On this and the next page, four experts look at the future of four public services of vital concern to NALGO members. The articles by Mr. Long and Mr. Harman are condensed from lectures at an East Midlands weekend school, that by Prof. McKeown from his paper at the Institute of Hospital Administrators' conference.

Gas sales have doubled since they told me it was dying!

by E. H. HARMAN

Deputy Chairman, E. Midlands Gas Board

HE gas industry was born in 1812, nearly 150 years ago. Throughout its life it has shown a flexibility of outlook adaptability to change few industries can surpass.

When I joined the industry in 1929, many people were forecasting its early death. Since then, gas sales have nearly doubled.

In 1921, it had nearly eight million customers and sold 1,120 million therms. In 1958, it had nearly thirteen million customers and sold 2,574 million therms.

What is its future?

An industry which hopes to progress today must either have a cast-iron monopoly or must something the public will buy and go on buying.

Gas has one monopoly only the gas poker. At every other point—product and appliances— it is assailed by competitors

Therefore, we must compete fight to retain our present business and to win new Foremost in that fight must be the appearance, efficiency, and

economy of our apparatus Every appliance now sold by gas boards has to bear the re-cently introduced Gas Council Seal of Approval. This is not granted until the appliance has been rigorously tested at the Council's research centre.

The high standards thus achieved protect the customer against an inferior article.

But they have not made gas appliances too expensive. Most, indeed, are cheaper than their competitors

The modern gas cooker has four hotplate burners each capable of infinite adjustment, com-pared with three relatively clumsy heating rings on the average electric cooker. It has a bigger oven and automatic ignition. Size for size, it is appreciably chearly appreciably cheaper.

The modern gas water heater operates at an efficiency of 80 per cent—and I have seen one operating at 95 per cent.

The gas refrigerator is gener better than its electrical counterpart. silent, reliable cheap to run, and with excep-tionally low repair costs. The industry has sponsored the mass production of a refrigerator— the Gascold—which is cheaper than any comparable appliance

have been made in space-heaters A few years ago, the best gas fires gave out no more than 50 per cent of the heat energy they consumed and most operated at only 40 per cent. The modern convector gas fire will operate at an efficiency of 70 per cent—and it is in this field that we can look for big expansion. The industry is now considering separate dustry is now considering spon-soring an efficient convector fire of good appearance that can be sold at minimum cost.

And there are newer develop-ments in house-warming by gas-heated air.

Cheaper gas

We have made better and cheaper appliances. Can we also provide cheaper gas?

The industry's aim is to provide tariffs that will enable all consumers—especially domestic consumers—to use more gas.

In the East Midlands, our tariffs make gas appreciably cheaper than either coal or electricity for space or water heating.

It can only be a question of time before the public realises this and begins to cash in on gas. Our commercial sales are also

expanding—and the Clean Air Act will speed the process. But it is in the industrial field

that we are making the biggest advances. Between 1950-1 and 1957-8, industrial sales increased

Coal price problem

What about the cost of gas itself? There, by comparison with oil and electricity, the industry's performance has been disappointing. Economies have been counterbalanced by higher costs for materials and labour.

Between 1949 and 1957, the price of coal to the electricity industry increased by 70 per cent, to general industry by 85 per cent—but to the gas industry by 97 per cent.

We have done, and are doing, much to cut production costs using cheaper coals, using oil and oil gases, and importing liquefied methane.

Adoption of these new processes could prove unfortunate result in cheaper gas. We have no alternative. And there is always the hope that, in the new gasification processes, oil will be succeeded by cheaper coals.







As Jewellers of repute and manufacturers of beautiful Rings, the name of Wins-Gartens is acknowledged as the foremost in the country. By the fastidious selection of the choicest gems and the careful designing o suitable settings, Winegartens createrings that truly add pleasure to the pride of possession. Send for "MODERN RING-CRAFT," a truly fascinating catalogue o lovely rings





PRECISION WATCHES

Gents watches from £6.15.0 to 85 guinea.. Ladies watche from £7.18.0 to 100 guineas CATALOGUE ON REQUEST

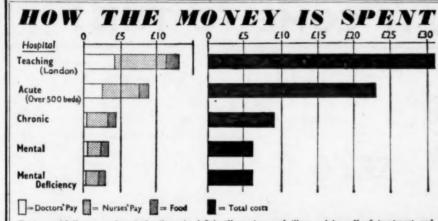


PERSONAL SHOPPERS will be astonished at the immense selection of Rings, Watches, Clocks, Jewellery, Silverware and Cutlery available for discriminating buyers CATALOGUES Post Free on application (Please state goods required)

HOURS OF BUSINESS : SEPTEMBER -9 a.m. to 5 p.m. Thurs. 9 b. Closed all day Saturday

ORDERS BY POST It unable to call you can order by post with every confidence from our comprehensive

Helephone BIShopsgate 1786 WINEGARTENS LTD. 157 BISHOPSGATE · LONDON · E.C.2 ses ght ng-



Professor McKeown spoke of the "grossly deficient" services and "bare minimum" of treatment and amenity given to chronic and mental patients compared with the standards of teaching and acute general hospitals. The difference is brought out in this diagram, prepared from the Ministry's hospital costing returns for 1958. It shows average expenditure per patient per week, on medical and marsing salaries and on food, and the total weekly costs for each in-patient, in the different kinds of hospital. These averages conceal bigger differences. One mental hospital maintained its patients for £3.10s.4d. each a week—spending nothing on medical salaries, 12s.7d. on nurses', and 18s.7d. on food. One London teaching hospital spent £51 a week on each patient—including £5.17s.3d. on medical salaries, £8.12s.5d. on nurses', and £3.8s.8d. on food.

All kinds of patient-plus shops, restaurants, theatre -in hospital of tomorrow

THE hospital of tomorrow should not be "a forbidding structure introducing the patient and his relatives into an

It should be more like a well-planned housing estate or university centre, domestic not institutional, with buildings of varied size and design, separated by shops, restaurants, a theatre, and other amenities.

It should contain many different buildings suitable for all classes of patients. All would be served by a common staff.

This exciting picture of the "balanced community" hospital, "balanced community nospital, able to cater for every patient in its area and swiftly adaptable to changing needs, was painted by Professor Thomas McKeown, head of the Department of Social Medicine, Birmingham University, at this year's conference of the Institution of Hospital Administrators. pital Administrators.

It would, he urged, overcome the three greatest problems of the hospitals today:

The "grossly deficient" care given to the aged sick and mentally ill:

2. The mixing of patients with different needs—of those "needing little more than bed and board" with those needing "the most complex resources medicine has devised" or of medicine has devised or of the most complex resources medicine has devised or of the most complex resources. mental patients with consider-able insight with those who are grossly disturbed:

3. The inflexibility of the conventional hospital building, which cannot readily adapted to changing needs

Many advantages

A recent survey of all hospital patients in Birmingham, said Professor McKeown, had shown that they could be grouped into four classes:

Those needing the full resources of a modern hos-

Those needing only simple

nursing care;
Those needing only supervision and training because of their mental state; and
Those needing no hospital facilities and retained chiefly

for social reasons Treating these differing groups

on the same site, with a common staff, would have many advan-

tages, he urged.

It would make it possible to raise the standard of care-especially of mental patients and the chronic sick—to a reasonable level. Though doctors and nurses are reluctant to go into the isolated mental and chronic sick hospitals today, most would be willing to contribute to the care of these patients if they were not required to give themselves exclusively to it.

It would avoid undesirable

mixing of patients with different needs. Each building on the site would be designed, equipped, and staffed for its patients. Transfer of a patient from one unit to another as his needs changed would be easy.

Though the initial cost of such an "all-purpose" hospital would be great, it would be more economical to run. There would be no duplication of expensive facilities, and buildings for the patients not needing these facilities could be simpler.

It would bring some of the

It would bring some of the most intractable problems— such as ageing and degenerative disease and chronic psychosisworkers by whom they had been hitherto neglected. It would thus end the present distinction between the "interesting" con-ditions, which get the best resources, and the "difficult," which get the worst.

which get the worst.

"Perhaps the most attractive feature of such a hospital centre," Professor McKeown concluded, is that it would make it possible to establish a tradition under which, for the first time, all patients are accepted equally as a medical and nursing responsibility.

Better care for patients

Better care for patients
"For patients, particularly the
aged and mentally ill, it will mean
a vast improvement in the standard of care.
"For administrators, it offers
the promise of a solution of some
of the most intractable problems.
"And for medical people, it will
result in removal of the blinkers
which have restricted vision since
the late eighteenth century.
For the first time, the whole field
of institutional medical care would
be seen in perspective."

Water industry can meet all our demands

From a Special Correspondent

water—so long as we can col-lect, store, and pump it. To meet the growing demand,

Advance planning; Adequate legal powers: Big-scale capital investment;

Proper placing of industries that need much water. These needs are now being

met. New works now under

construction or planned will give us another 1,000 million gallons a day.

But they will cost money— £300 million between 1955 and 1965 alone.

Rationalisation

the big changes now going on in the water supply industry. The most important is the move towards fewer and bigger

undertakings.

The process of amalgamating water undertakings has been going on slowly for the past fifty years. In 1945, the Minister of Health was empowered to enforce it. Between then and 1956, the 1,250 water undertakings in England and Wales were reduced by more than 200.

But this was still too slow. In 1956, the Minister lodged a more intensive drive to

nore intensive drive rationalise" the industry.

"rationalise" the industry.
What has happened since then
is shown in the table below.
Seventy-five municipal undertakings and eight water
companies have disappeared,
absorbed into bigger units.
In most areas, the policy has
been to build on the biggest
existing unit, municipal, company, or joint board. Where

It is these facts that underly

'HE average household in England and Wales gets all the water it needs for less than a shilling a day—more than gallons for little more

it declared:

undertakings.

than the price of half a pint

At that rate, most of us can afford to take our water supply

for granted.

We do. Today, we are using more than 2,000 million gallons

In 1938, the average con-sumption per head was 32 gallons a day. By 1948, it had gone up to 40 gallons. It is now approaching 50.

Throughout the world, more water means better living.
In this country, it reflects the clearing of slums with neither baths nor water-closets and their replacement by modern homes

with these essentials. Today, 19 out of every 20 of our people have running water in their homes. That is a record no other country in the world can rival.

New schools, new clinics, a new health service, all make hissest demands for water.

bigger demands for water.

New industries, too, need water — though the biggest draw it directly from the sea or from rivers, lakes and wells.

How much more?

The demand for water increases daily. How high will it get? Can the water supply industry continue to meet it?
Four years ago, the Central Advisory Water Committee set up a sub-committee to answer these questions.

aub-committee to answer these questions.

Its first report, published this year, concludes that, by 1965, demand will reach 2,417 million gallons a day. That is an increase of 23 per cent in ten years.

Deliberately, no estimate was attempted of the water likely to be needed for irrigation.

This is still in its infancy in this country. But it is growing rapidly. The area south of a Humber-Severn line could soak up 8,000 million gallons a day in a dry year. in a dry year.
But our taps need not run

The sub-committee found that, in this rainy island, we should always have enough

this could not be done, a new

water board was set up.

Mr. S. G. Hill, who provided Mr. S. G. Hill, who provided the table in a recent lecture to the Institute of Municipal Treasurers and Accountants, suggests that it points the pattern of tomorrow's industry: "The number of separate undertakings," he says, "... may be reduced to 250, conceivably 200, but it seems unlikely that the number will be significantly lower than this."

Some consumers may have to face higher charges—for example when an undertaking which has been able to supply water cheaply is amalgamated with others whose distribution costs are higher.

Local authorities may have to make complex adjustments their balance sheets, especially where their water undertakings have been served part-time by officers of other departments.

Safeguarding staff

Staffs, too, face change. A man working in a municipal under-taking this year may find him-self employed by a company or by a joint water board next,

This year, NALGO has decided to set up separate service conditions machinery for all the Association's 4,000 water members, who are about equally divided between municipal and company un-

Thus united, they should be better able to protect their in-terests—and to keep in the forefront one of the reasons given for the reorganisation: that water undertakings should be big enough and strong enough to employ qualified full-time staff and to pay them properly.

38 WHALES—93 JONAHS

Since September, 1956, 93 water undertakings have disappeared, swallowed up by five new boards or 33 bigger undertakings. Here are the figures:

Absorbing Absorbed No. Municipal Company Other

20 13 29 13 Old boards Municipal Company

Low-cost building needed here?



THORNS

HAVE JUST THE JOB!



A Thorns contemporary building is the ideal choice for a wide range of municipal undertakings-offices, schools, hospitals, pavilions, canteer etc. Made in three widths and two heights, with interchangeable wall sections of various kinds, it lends itself to a multitude of adaptations. Delivery is prompt, erection quick and simple, and an erection service is also available.

6' Modules. Eaves, height 8' 6" & 9' 6"; widths 18', 24' & 30' Built-up bitumen or asbestos roofing.

THORNS

J. THORN & SONS LTD. (Dept. 89,) BRAMPTON RD., BEXLEYHEATH, KENT

The Universal **AUTOGARDENER**

ONE Machine. Ploughs, Rotary Cultivates; also Cuts Grass with Cutter Bar or 21' Rotary Cutter. Trims Hedges, Saws Timber, Tows a Trailer, Sprays Paint and Insecticide, Hoes. Fitted with Three Forward Speeds and Reverse

SMALLER AUTO CULTO MACHINES FROM £57



AUTO CULTO models are fitted with 4-stroke engines



ALLEN & SIMMONDS (AUTO CULTO) LTD. DE MONTFORT ROAD, READING, BERKS

PUBLIC (SERVICE

1 York Gate, Regents Park, London, N.W.1

Brightest and best?

Should the public services create an "officer class"?

That, in essence, was the question posed by Councillor Bryan Keith-Lucas, senior lecturer in local government at Oxford, at a recent East Midlands week-end school.

Mr. Keith-Lucas was talking about local government only But his argument applies with equal force to the other public services-electricity, gas, national health-which have, to some extent, developed from it.

The argument is simple. These essential public servicesspending, between them, nearly one-fifth of the national income—need "people of the highest calibre."

In the past, they recruited these people, in the main, from the "brightest and best" of grammar-school leavers.

But, today, the grammar schools send their "brightest and best" to the universities. Local government and the other public services recruit few university graduates. Therefore, they no longer get the "brightest and best."

It is doubtful if they get even the second-best. For they are failing to recruit more than a handful of the grammar-school leavers who do not go to university. Instead, they have to rely more and more on the secondary modern school and on older recruits who have failed to make good elsewhere.

Instead of getting the best or the second-best, therefore. they are getting the third- or fourth-best.

These are generalisations and, like all generalisations, cover many exceptions. Not all university graduates are bright. Not all products of secondary modern schools are dull. Not all recruits from outside are failures.

But they contain some truth. Most experienced observers today believe that the quality of the public service is falling. When it should be rising.

Salaries the key

What are the remedies?

Mr. Keith-Lucas sees two. The public services, he suggests, must recruit more graduates. To do that, they must offer the higher salaries and speedier promotion prospects now available to graduates in industry

They must recruit the best of the grammar-school leavers who do not go to the university-again by offering better salaries. And, having recruited these, they must encourage and help all who can to aim higher by easier training, free articles, secondment to university, and rapid promotion to responsible and well-paid posts.

But will this not mean reverting to the class system which NALGO has spent fifty years demolishing?

When NALGO was founded, local government was composed of two rigid castes. At the bottom were the "clerks," ill-educated pen-pushers earning around 30s, a week and with

little hope of escaping from a life of humdrum routine.

At the top were the chief officers, earning from £500 to £3,000 or more a year, and divided from the clerks by an unbridgeable gulf of social, financial, and professional status.

By pressing for post-entry training for all and national salary scales, NALGO has largely bridged that gulf. Today, save in a few departments, any junior of ability and application can hope to climb the ladder to a chief or senior post.

One ladder, not two

Are we now to sever that ladder, reserving the upper half for those who enter direct from university, confining the rest to the lower?

Emphatically not.

We must admit more graduates, no doubt-for if the cream of the grammar schools now goes to university, the service cannot afford to lose it all. That would drive it into permanent mediocrity-with salaries to match.

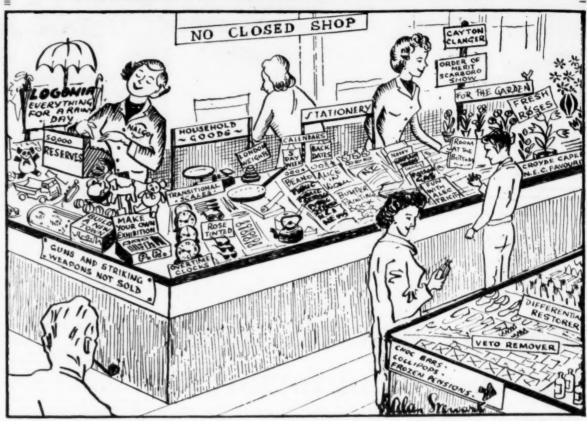
But we must recognise also that academic distinction is not all, particularly in a service that calls even more for the perhaps rarer qualities of common-sense, humanity, authority, and that undefinable flair we call administrative ability.

Therefore, we must recruit the men and women possessing these qualities, from whatever school and background they We must attract them with salaries that compete with industry and commerce. We must enable them to get whatever further training, academic or practical, they need. Above all, we must secure for them the chance of speedy promotion to the posts for which they are best suited, and the rewards which should go with it.

That must be NALGO's first task today. In accomplishing it, we shall do much more than enhance the status of our members. We shall, in Mr. Keith-Lucas's words, enable the public services to secure "the brightest and best" from every stratum of society and to "take the position they should" in the modern world

It is the aim of "Public Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

WILL IT COME TO THIS?



NALGO Headquarters will soon be moving to a new home in London's Woolworth Building

MY NALGO DIARY

On safari

Part of the fun of commercial television lies in the excite-ment it provides for any of us who can claim some remote connection with the prizeconnection

I got a vicarious thrill of this kind when I saw health service member Leslie Ash, a group medical records officer with the Northampton and district hos-

Northampton and district hospital management committee.

In a "Take your pick" programme earlier this year, Mr. Ash won a trip to East Africa.

There, he gave much time to shooting big game—with the cine camera that was part of his prize. He got plenty of close-ups, too. There were some lions, for example, only about three feet away. One of them had just made a kill—not luckily, of Mr. Ash. But the thought made me hastily switch over made me hastily switch over

Master mind

There I made the reassuring discovery that Britain's "Brain of Brains" is also one of us.

As Thursday night home service addicts will know, he is Dr. R. C. Webster, who is a Lancashire divisional medical officer of health.

Having won this year's "Brain.

Having won this year's "Brain f Britain" title in the weekly
What do you know?" contest,
Dr. Webster then met—and outwitted-the winners

revious years. That made him "Brain of

For the next few Thursdays, he will go on defending this proud title against all comers. Dr. Webster is a member of Lancashire's Accrington sub-

Good types

I've always said the best typists were NALGO members, and the London Chamber of Commerce has proved my

In its national advanced type writing examinations this year, the first prize went to NALGO member Dawn Morton and the second to NALGO member Mar-garet Jones. Both work for Hastings Corporation.

Time-piece

A new electric clock in the council chamber of Mirfield urban district council, York-

urban district council, Yorkshire, does not show only the
time spent on council business.
It also commemorates the
fact that, when it was presented,
the Mirfield branch of NALGO
had been in being for:
11,044,800 minutes; or
184,080 hours; or
7,670 days.
I hope that makes 21 years,
because branch president J. E.
Cowdell, who is also clerk to

the Council, explains that mem-bers decided to mark their branch's coming-of-age by giv-

ing this clock to the council.

It is a square, polished wood, wall clock, designed by W. Styring, engineer and surveyor. At its centre, Kenneth Hartley has carved Mirfield's coat of arms. Yard foreman George

Armitage gave a lot of help.

The branch itself is far from merely ticking over. Though small, it has 100 per cent mem-

Sober truth

They're worried down at New-port's fine NALGO social club. Last month's "Conference Special" rightly reported that the club had a turnover of

£5,000 a year. But it wrongly reported that it had 60 members.

The implication that they are spending £80 a head on fifthy liquor has nearly driven Newport members to drink, Think of the effect on future new of the effect on future pay claims!

I gladly correct the error, The I gladly correct the error, the club has 600 (six hundred) members. They spend only £8 a head on filthy liquor, including, of course, what they buy for

Confession

To Educational Publications East Ardsley, Wakefield, Yorkshire,

Dear Sirs,

Dear Sirs,

I am a normal citizen.

Of the 32 questions in the "Do you know" section of your booklet, You and Your Town, I can answer only fifteen—and am not too sure about some of those.

I don't know how many churches and chapels there are in my area, nor what the housing committee is planning, nor where are the nearest courts.

But I like your booklet immensely, I like its gaily-coloured cover, its plain words, and its pages of picture diagrams. I know that, since it was prepared with NALGO's help, it must be true.

At 2s. 6d., it's worth anybody's money.

money.

I shall use it when I lecture on local government. As for the questions, I think I'll ask my audiences to run treasure hunts to find the answers.

Come to that, I might even join

Yours gratefully, IGNORAMUS ABINGDON

And serve hot

Only eight weeks, and we shall be in the season of annual

Already, that branch annual report must be simmering in the overheated mind of many branch secretary.

Before dishing it up, listen to the advice of Ron Hill, N.E.C.,

the advice of Ron Hill, N.E.C., enterprising public relations officer of the South Eastern district.

"The annual report should be a warm story of people rather than a chilly record of meetings," the says.

he says.
"What will make people read it?
Style and presentation count for a lot. So does a good covercoloured if possible. So does proper stapling.
"Remember, you are writing history. Even if present members don't appreciate it, future officers will have to rely on it.

will have to rely on it.
"Put it to work for public rela-tions, too. Send it to your local papers, and to local councillors."



Branch's prize splash

They want to get in the swim, these youngsters of Boreham Wood (Herts)—but they've no pool. So the Elstree branch "floated" this comment on a lively local issue. Result? A first prize in the civic festival week parade. Built by P. Cox (engineer and surveyor's department), the pool on wheels had a polythene lining and just enough water to keep the kids happy. Branch secretary G. E. Male—holding the sunshade—says the float "caused quite a splash."

rvice

ink pay

The

in ny

to

WHY COUNCILS MISS A RISE AT MORE PAY FOR BEST MEN

Pay still too low, prospects too poor, says Oxford councillor

OCAL government is not getting the officers it needs— the brightest and best. It never will get them until it changes its recruiting methods—and pays higher salaries.

This forthright view was put by Bryan Keith-Lucas, senior lecturer in local government at Oxford University and a member of Oxford city council recently. He was speaking at a weekend school arranged by NALGO's East Midlands district committee at Swanwick, Derbyshire.

Today, he said, there were three fields of recruitment.

Of general, clerical and administrative staff, straight from school;

2. Of articled clerks; and

3. Of professional men and women already qualified.

This system had survived from an age when our educational system was different from today's. Then, it was normal for the bright grammar-school boy or girl to go into the town hall.

"But today." said Mr. Keith-

or girl to go into the town half.

"But today," said Mr. KeithLucas, "the brightest grammarschool pupils get scholarships to
the university. Local government
loses them on the first round.

"There is a second round. The
Charter says that it is 'desirable'
that local government should employ people with university degrees, and that local authorities
should enable serving officers to
obtain degrees and also recruit a
limited number of graduates direct.

"Too few graduates"

"Does this work in practice? It does not. The number of officers being sent to universities or recruited from them is not enough to meet even minimum needs.

"The graduate without a professional qualification can enter the service on APT I (£610-£765) and thus has a financial advantage over the man who entered at 16. He has a better chance of rapid promotion.

"If he chooses the right depart-ment and is prepared to spend at least five years in spare-time study, he might get a qualification.

"But, unless he is lucky enough to be given articles, he is not in the running for the most impor-tant jobs—town clerk or clerk of the council. This is not a prospect to attract ambitious young men.

"Is this good enough? Has local government any chance in competition with the industrial and commercial undertakings, which woo young men and women from the universities with jobs that start at well over £1,000 a year?

"If a young man wants a chance of getting to the top, he must take articles and become a solicitor. But, though the Charter says that officers will be given facilities for obtaining articles without paying a premium, the opportunities are

few. Most local authorities pay no salary to articled pupils, and some town clerks still demand a premium.

"Articles should be made more easily available—both to able men in the service and to the best of the graduates who want to come in. The system of paying no salary and asking for premiums is out of date and must go.

"The future of local govern-ment depends on the calibre of its up-and-coming officers, it must go all out to recruit the 'tip-toppers' among university graduates. The duties, respon-sibilities, and interest of the work justify this."

Administrative chiefs?

Asked if he thought it would help to appoint administrative heads of departments in place of professional or technical officers, as at present, Mr. Keith-Lucas replied:

"The problem is to find the officers able to do the job. The civil service solves it by recruiting graduates at 22 or 23 to an administrative grade, and letting them spend several years learning the work."

"But would local authorities do that? I imagine that most would be reluctant to spend a lot of money training a chap who is likely to quit at the end of his training. In any case, local authorities still insist on having professional men."

"Officer class" danger

Norman Bingham, President of NALGO, who had opened the school, welcomed Mr. Keith-Lucas's lively views, but wished he had been more critical of NALGO. In an attempt to provoke him into criticism, he suggested that adoption of his ideas would create an "officer-class" which would damage general recruitment from the grammar schools.

Mr. Keith-Lucas replied by

Mr. Keith-Lucas replied by saying that NALGO was in an embarrassing position.

"Its primary duty," he said, "is to its members already in the service. But this can conflict with its duty to raise the status of local government. That means bringing

VALUATION STAFFS GET L.G. INCREASES

Rises of from £10 to £50 have been secured by NALGO for the staffs of valuation panels.

In addition, their former general and higher general divi-sions have been merged into the

The changes correspond to those made by the local government settlement of last April, and are the result of an application made by NALGO to the Ministry of Housing and Local Government.

The new scales, back-dated to April 1, 1959, are on page 15. Full details of the scales, and of assimilation of present staffs, have been sent to district

organisation officers.

These changes do not affect general and higher general division assistants in London, whose scales are still being discussed.

Rises for analysts

Improved salaries and fees for public analysts have been

recommended by the Joint Negotiating Committee for Public Analysts, with effect from August 1 last year, They are as follows:

1. £1,365-1,485. 2. £1,385-1,620. 3. £1,520-1,755. 4. £1,655-1,885. 5. £1,790-2,085. 6. £1,990-2,280. 7. £2,195-2,475. 8. £2,325-2,610.

Posts for which there is a salary scale terminating above £2,610 will be paid on a scale at the discretion of the employing authorities.

The Committee has also commended that the fee paid to part-time official agricultural analysts for checking that samples of fertilisers and feed-ing-stuffs comply with the reing-stuffs comply with the re-quirements of the Fertilisers and Feeding Stuffs Act, 1926, should be increased from three to four guineas a sample, with effect from April 1 1959.

The fee for analysing samples involving complicated analyses not included in the Act will continue to be subject to local agree-ment in each case.

LAST FOR THE P.H.I.

A £35 rise for all public health inspectors was agreed by the N.J.C. on July 15.

people in over the heads of exist-ing staff.

"I know that the idea of an 'officer-class' is not popular. But every private can still carry a Field-Marshal's baton in his knap-

Field-Marshal's baton in his knapsnck.

"We must not be afraid of treading on people's corns. The longterm interest of the service is the
long-term interest of its officers.
I agree that we should attract
grammar school students for most
jobs—but the cream of the staff
should come from universities,
where the brightest boys from
grammar schools now go.

"I do not see how else we can
get people of top character. And
we must get them if local government is to take the position it
should."

the NJ.C. on July 15.

The new scales are given on page 15.

This increase ends the negotiations for special classes of officers following the general Charter rises secured last 'April. Like all the other increases, it operates from April 1.

That this rise was not agreed until three months after the April settlement and nearly two months after the agreement on the other special classes is due to a reluctance on the employers' side to give the public health inspectors the equivalent of what other officers had had.

The staff side stood firmly by

The staff side stood firmly by its view that P.H.I.s should have precisely the same treatment as everybody else—and the employers finally agreed.

Big town plusages may go

The plusages now paid in Birmingham, Coventry, and Smethwick, and in the Birmingham, Tame, and Rea District Drainage Board, may disappear next time there is a general salary increase.

The National Joint Council has agreed that the plusages should continue to be paid at present. But it added the proviso that, when there is another general increase, they must be carefully examined

"with a view to a merger of the additional payments, having regard also to any special con-siderations."

riderations."

This means that there would be a review of the circumstances on which these plusages were based and approved.

The Council also approved revised scales for some staffs employed by Metropolitan borough councils and at the Westminster offices of the Middlesex county council.

HOMES STAFF

by G. H. NEWMAN

Local government service conditions officer

Growing public recognition of the importance of work for children and old people is reflected in pay increases agreed on July 15 for the staffs of children's homes and for super-intendents and matrons of old people's homes.

The new scales—summarised on page 14—are back-dated to April 1, 1959, which was the operative date of the rises negotiated earlier this year for local government staffs covered by the Charter.

In many cases, however, they bring bigger rises than those secured by the general settlement—and sometimes the difference is considerable.

The new scales for staffs

The new scales for staffs covered by the Standing Joint Advisory Committee for staffs of Children's Homes had been recommended by that committee after negotiations that began last October.

"Reassessment hope"

In approving them, the National Joint Council undoubtedly took some account of our representations about changing responsibilities in the care of children during the past few years.

The same can be said of its approval of the new scales for matrons and superintendents of "residential accommodation provided under the National 100) the figure is now 168.

Assistance Act, 1948"—that is, of old people's homes.

This is taxing work, as was shown in an article in Public Service last June, and it is good news that, besides agreeing these new scales, the employers have undertaken to examine again some of the factors we put forward to justify a complete reassessment of pay.

Among them is the growing proportion of old people who need nursing care.

The further examination is expected to begin later this year.

-and for assistants to justices' clerks

The salary scales of justices' clerks' assistants have been increased from May 1. Full details of the new scales, including transitional scales for women general division assistants, and typist s and shorthand-typists have been sent to district organisation officers.

Increases for justices' clerks are still being discussed,

1959 RESULTS

Institute of Hospital Administrators INTERMEDIATE PRIZE

Rating and Valuation Association **FIVE PRIZES**

> Institute of Housing THREE PRIZES

Weights and Measures Certificate TWO-THIRDS OF THE SUCCESSFUL CANDIDATES WERE NCI STUDENTS

Diploma in Municipal Administration FINAL PRIZE

NALGO CORRESPONDENCE INSTITUTE

For further information about NCI courses, and NCI results, please send this coupon

The Education Officer, NALGO, I York Gate, London, N.W.I.



Name	*****
Address	*****



NALGO'S NEW HOME Builders BUILDING

Headquarters moving to 'Woolworth Building'

ALGO is to have a new Headquarters. Within the next six months it will move to London's "Woolworth Building," the magnificent new headquarters of F. W. Woolworth & Company, by Marylebone Station, north-west London.

There it will have an entire wing of four floors, 34,000 square feet in all, plus a basement garage, for its sole use. This is 9,000 square feet more than it has now, and will give adequate space for staff, council chamber, committee rooms, and all other facilities, with room for expansion.

This decision was reached, by 41 votes to nine, at an emergency meeting of the National Executive Council on August

Opening the N.E.C. debate, Watson Strother, chairman of the Council's Headquarters Premises Committee, recalled that, since 1947, the Association had been housed in two blocks of Georgian buildings, de-signed by John Nash and built in 1826, on either side of York Gate, Marylebone.

These buildings were owned by the Crown Estate Commis-sioners and leased by the Minis-try of Works.

The Government originally Intended that they should be converted back into private residences. Because of that, the Ministry had been unable to give the Association an assured long-term tenancy. The N.E.C. had instructed the committee to neek a new home in London.

400 sites examined

"Since then," Mr. Strother continued. "we have considered more than 400 sites or premises, and have inspected 70 of them. We had three possibilities:

1. To buy a freehold site and build on it. We soon found that this was impracticable. There are no freehold sites in London at a reasonable figure.

To rent an existing building. That would cost at least £1 a square foot.

3. To lease a new building from a speculator. That would cost

Present H.Q. "shocking"

"Last February we decided to ask the Crown Commissioners if they would consider a fourth—giv-ing us a longer lease. We found that Government policy had

changed.

"They were willing to give us a 21 years' lease and allow us to reconstruct the buildings—but at double the rent we are now paying (5a, 9d, a foot) or a 99 years' lease on condition that we demolished the buildings and rebuilt, preserving the original elevation.

"We then made a thorough investigation of the buildings. We were shocked at what we found.
"Some staff were working in

were shocked at what we found.

"Some staff were working in how-ceilinged rooms with tiny windows and in artificial light all day. Many had to climb four flights of steep stairs several times a day.

"Lavatory accommodation was hadequate. Since there were two separate buildings divided by a main road, staff were constantly having to carry papers through busy traffic. There were serious fire risks.

fire risks.

"We asked the General Secretary to see if structural alterations could solve these problems. He told us that they might—but that we should not then have room for all the present staff, that rebuilding would cost between £200,000 and £250,000, and that it would take three years.

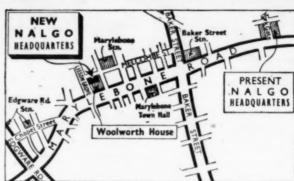
"During that time we should have to rehouse half the staff elsewhere. And at the end we should be left with two separate buildings, atill divided by a main road, and with inadequate accommodation.

New premises ideal

"Soon after this, we heard that Woolworths wanted to let a wing of their new London headquarters. "This was ideal for our purpose. It is self-contained, on four floors, th a basement garage.

"We can plan the interior our-selves to meet our needs. It is central, readily accessible from all parts of London and the main

"We can have it for 21 years or



the right, after 21 years, to take back any part they want. "It will cost us, in rent, rates, insurance and heating, about £53,000 a year—about £28,000 more than we shall have to pay if we stay where we are.

we stay where we are.

"Structural alterations will cost us around £25,000. That does not include anything for new furniture. Perhaps branches and district committees would help us there.

mittees would help us there.

"The rent is not unreasonable today, when the average cost of office accommodation in London is between £2 and £5 a square foot. We are convinced that there is nothing better to be found in London at the price."

Barrage of questions

N.E.C. members promptly subjected Mr. Strother to a barrage of questions.

barrage of questions.

Could not better use be made of the present buildings by microfilming records and thus reducing the space used for filing? That would make little difference, he thought, since the bulkiest documents could not be treated in that way. Nor would it overcome the main defects of these buildings.

Would the Crown Commis-

Would the Crown Commis-sioners share the cost of gut-ting and rebuilding York Gate? No, NALGO would have to foot that bill.

Would the rent of the new premises be increased? Not for the 21-year period of the lease.

Since the proposed rent repre-sents a capital value of £500,000 —£600,000, would it not be better for NALGO to get a site on a 99-year lease, spend that money building on it, sublet part, and have a tangible asset at the end? The Committee has been trying to do that, but has failed to find a suitable site.

Those non-members—

Some speakers strongly posed the scheme, urging that the search be continued, that part of the staff be housed outside London, or that the present

others supported it, on the ground that it would give the staff working conditions that were no longer "a byword in the Association" and that the costs were within the estimates given to Conference.

Finding the money

Finally, John Ruscoe, the Honorary Treasurer, wound up the debate by answering the the debate by answering the question uppermost in every mind—how is it to be paid for?

"I agree," he said, "that there is today no better investment than real estate. All the arguments are in favour of buying a site and building on it.

"But we haven't got the money, so long as we stick to the rules requiring us to invest our special reserve fund in securities that can be realised in an emergency.

"I am personally opposed to passing on any of the increase in rent to the ancillaries. We should meet it from trade union funds.

Subscriptions must go up

"That means higher subscrip-

"That means higher subscriptions.

"We have already decided to strengthen our district staff. This year's Conference instructed us to spend £50,000 on Cayton Bay.

"We may well have to increase staff salaries—for I think that NALGO is falling into the same errors as we complain of in our own employers and failing to take a long-term view on recruitment. If we believe in good conditions, we should start with our own staff.

"All these factors together mean that we shall probably have to ask Conference to agree to an increase in subscriptions of 8-10 per cent. I am sure that it will appreciate that

(not borrowers) in the NALGO Building Society should send in their passbooks at once for audit, if they have not already

move in at Cayton

The National Executive Council is not letting the grass grow under its feet at Cayton Bay.

Within a month of the Conference decision to retain and

ference decision to retain and improve the holiday centre, the special activities committee, which runs it, had approved a

detailed report on the improvements needed.

On September 19, the Council will be asked to sanction capital expenditure of up to £50,000.

As soon as the centre closes on September 26, work will start on

As soon as the centre closes on September 26, work will start on clearing a site for the new dining hall and kitchens.

This work, and the building of a new toilet block and extension of two others, should be finished by June 1, 1960.

The committee is also seeking estimates for installing electric water and space heaters in each chalet.

Branch recruitment prizewinners

Blackburn and district health branch has won the Public Service £2 2s, prize for the branch recruiting the highest percentage of new members during April. It raised its membership by nearly 27 per cent, from 63 to 80. The May winner was Halstead branch, with a 15.6 per cent increase.

SOCIETY **'STAY-PUT'**

The NALGO Building Society's committee of manage-ment has decided not to alter its interest rates this year.

This means that the annual

interest rate on loans will continue at 5½ per cent. The rate to shareholders and depositors will continue at 3½ per cent and 3 per

cent respectively (income tax paid by the Society).

A cut in mortgage interest would have meant a lower rate to shareholders—and that would have stopped the flow of money to lend

Demand for mortgages is greater than ever before. During the first six months of this year, the Society advanced more than £1,240,000 to members buying their own houses. Loans total-ling another £1 million have been approved.

Popular 'PROfile'

Up and up goes the circula-tion of PROfile, NALGO's lively "do-it-yourself" bulletin on public relations.

Intended originally to help branch P.R.Os., it has caught the imagination of many other members.

If you want to know what is happening in the PR field, PRO-file will tell you. Write to Headquarters for your copy.

AT YOUR SERVICE

What do you know about NALGO's district set-up? Do you know that:

Messrs. J. Besserman, A. Blue, T. E. Brierley, A. E. Fitton, R. F. Henderson, N. McLean, R. S. Reeve, R. Riley and W. Whalley.

cannot humbug for ever

On this note, the Council voted on the proposal as a

major issue.

"major issue."

Forty-one voted to rent the new premises:
Messrs. E. Alderton, W. F. Appleton, G. R. Ashton, G. T. Belton, L. Revan, E. H. Clayton, E. G. Couldrey, Miss M. W. Curtin, Messrs. V. A. Day, H. Duckworth, A. A. Dumbrell, F. Eade. J. W. Edmonds, R. Evans, E. G. Equinton, J. Y. Fawcett, J. J. Gardner, W. P. Gilligan, R. S. Gray, Miss M. G. G. Gregory, Messrs. H. C. T. Hailes, A. H. Heron, R. W. E. Hüll, L. R. Jenkins, H. R. Jones, T. J. du'B. Kcefe, G. A. Knowles, L. G. Lambe, R. Morgan, T. Nolan, A. E. Nortrop, R. G. Ackley, A. E. Odell, Miss F. E. Pole, Messrs. John Ruscoe, R. H. Russell, Miss C. Simms, Messrs. C. A. Smallman, W. Strother, Miss M. Townson and Mr. E. J. Varley.
Nine opposed:

Nine opposed:

★ It employs nearly 80 people in 12 permanent offices, one in each of the 12 districts

shown on this map?

**It is led, in each district, by
a full-time district organisation officer (D.O.O.), assisted by one or more full-time district officers (D.O.s) and an administrative and clerian administrative and cleri-cal staff?

complete and expert on-the-spot trade union service, plus personal help in any problem arising out of his job?

* It is now being strengthened, to meet ever-growing de-

The size and quality of the district staff matter a lot to every member. The D.O.O.s and D.O.s con-

duct local negotiations in every service covered by the Associa-

issue of Public Service will tell part of the district office story—and picture one of them in

To introduce this new series,

offices with their telephone numbers, the names of the D.O.O.s, and the numbers of their staff:

their staff:

1. Scottish. 420 Sauchiehall Street, Glasgow, C.2 (Douglas 0006-7), John L. Robson. Two D.O.s, three staff.

2. North Eastern. Milburn House (A), Dean Street, Newcastle-upon-Tyne (24900). J. Turner. One D.O., two staff.

3. Yorkshire. 9 Quebec Street, Leeds, 1 (24861). G. Hood. Two D.O.s, three staff.

4. East Midlands. Milton House, 6-8 Milton Street, Nottingham (45756). W. J. Upton. One D.O., three staff.

5. Eastern. 6 High Street, Chelmsford (4347). J. R. E. Sabine. One D.O., three staff.

6. South Eastern. Queens House, King's Road. Brighton. 1

(27983). Alan Procktor. Two D.O.s, two staff.
Southern. 8 Queen Victoria Street, Reading (2345). L. G. Jones. One D.O., two staff.
Metropolitan. Derbyshire House. St. Chad's Street, London. W.C.1 (Terminus 9791). A. H. Geary. Five D.O.s, five staff.
South Western. 16 The Cressouth

staff.

9. South Western, 16 The Crescent, Taunton (2779). B. H. Bailey. One D.O., three staff.

10. South Wales and Monmouthshire. 11 Park Place, Cardiff (25746). J. M. Malone. One D.O., six staff.

11. West Midlands. 43 New Street, Birmingham, 2 (Midland 6943). J. McIvin. One D.O., three staff.

12. North Western and North

staff.

2. North Western and North Wales, 2 Mount Street, Manchester, 2 (Blackfriars, Manchester 7668). F. Signey. Four D.O.s, six staff.

Orkney Is. 2 NEWCASTLE 3 LEEDS MANCHESTER 1 1 BIRMINGHAM OTTINGHAM 1 (3) 1 CHELMSFORD CARDIFF 9 (D) TAUNTON READING 6 BRIGHTON

What you told them! Often, the D.O.O. is secretary How would you persuade a of the provincial, area, and district staff sides of the various non-member who had just re-ceived a rise after a national pay award that he should be in NALGO? Whitley Councils Vital links 3s. is awarded for each of This was the £2 2s. question The D.O.O.s and D.O.s visit branches and members. They advise on and conduct appeals these "mentions" from entries: asked in our May competition, ". . . I remember the pre-war days, when I got £3 a week. Now it's over £12. I wonder what the difference would be if I had to go, cap in hand, asking for a little consideration in view of the rising prices?"—J. R. P. Jones. The choice for the best answer fell between Arthur J. Owens, Bebington, and Ron Tilling, Chesham—who each receives advise on and conduct appeals —and serve on appeals committees. They maintain vital links with the specialists at Headquarters, with employers, and with other trade unions. They help the voluntary district and branch officers Here are their entries: "This bit extra is jolly useful. Good thing NALGO was able to speak with a loud voice, or we may not have got it. Reminds me of the Indian chief who listened while his braves argued their individual plans and claims. After a while, the chief took some twigs. He showed the braves that he could break single twigs easily—but one of the mass—to NALGO you are operson, worth fighting for." —W. Graham, North Western Gas Board. branch officers. More and more members-as well as more services—have meant more work for them. ". . If you choose to ignore NALGO, have the courage of your convictions and ignore its rises!"—Gordon H. Parsons, To lighten the load, and to strengthen this all-important local work, the National Executive Council decided Barry. break single twigs easily—but that the strength of a bunch could beat him, NALGO's a big bunch now, Joe, but addlast May to appoint a second district officer to each of the "... The employers unite too, you know!"-J. Le Noury, Chesa big bunch now, Joe, but add-ing twigs from outside will make it stronger still. ."—Arthur J. Owens eight offices that then had So far, one new D.O. has been appointed—to the South Eastern district. He is Brian Hutchin, formerly audit assistant at Newport (Mon.). Over the coming months, each increase if Rublic Souries will tell. "I know some non-members say, 'Blow you, Jack—I've got my rise, too!' But you're not that type. You don't pick up a free drink without paying the next round. Imagine two sets of salary scales, with the higher set for members only: you'd automatically seek membership—who wouldn't? Why sit back just be-done so. Passbook audit Members of the NALGO Provident Society and investors



SPOTLIGHT on the DENTAL ESTIMATES BOARD

THEY SPEND MILLIONS ON YOUR TEETH

by Katherine Sansome

HAD a tooth filled recently? An extraction? A dental check-up? If so, you made use of one of the liveliest branches of NALGO.

You may remember signing a form on your first visit, and paying, probably, £1 when the job was done. Did you wonder what happened to the form . . . and the £1?

There are approximately 10,300 dentists in the general dental services of the National Health Service, and your money was part of more than £8 million paid to them by patients every

year. Their total fees, however, amount to nearly £44 million a year. How do they get the rest?

The answer lies in the form you signed. That form—an estimate—carried your dentist's number, your name and N.H.S. number, and the dentist's recommended treatment.

number, and the dentist's recommended treatment.

It was posted to a large, sunny building on the outskirts of Eastbourne. There, 980 staff at the Dental Estimates Board work a highly organised and efficient system which handles 60.000 such estimates every day.

A. E. Brownjohn, the Clerk to the Board, claims that the offices are as near model as they

offices are as near model as they can be made. After a four-hour tour, I believed him.

200 letters a minute

The Board's efficiency starts first thing in the morning, with the arrival of the enormous post. This is opened, by machine, at the rate of 200 letters a minute. Estimates are separated into two types: treatment proposed.

("prior approval") and treat-ment provided ("payment"). All are then sent for sorting to operators who use special equipment requiring the mini-mum of time and effort. The forms are sorted into groups according to the patients' N.H.S. numbers. Then, through short corridors

-everything here is planned to avoid carrying masses of papers any great distance—the estimates pass on to the next stage, the authorisation division. Of estimates calling for prior

approval, I was told by one of the supervisors, Mr. K. C. Mil-ler: "We always remember that each form means a patient wait-ing for treatment. So the forms we get at noon today will be on

against any records of previous treatment of the same patient.

25 dentists on staff

Then the estimates go to another group of clerks, each working to a manual of instructions, who check the details. Amongst other things, they are careful to see that a patient pays the correct amount for his treatment: for a maximum of £1, he is entitled to all the treatment he needs.

needs.

Dentures, of course, cost more; £4 5s. is the most you can pay for any one course of treament unless you wish to pay for more expensive treatment than that which is really necessary.

necessary.

If the dentist suggests certain special treatment, one of the 25 dentists on the staff is asked to

dentists on the staff is asked to check both treatment and fee.

The clerk enters the dentist's total fee on the form, authorises the amount payable by the patient, and stamps the form. None of these clerks can refuse treatment or fee. Any doubtful point is referred to a dental adviser. If more information is needed, another—correspon-

needed, another—correspondence—section writes for it.

When treatment has been completed, the estimates are divided in two. One half is filed as part of the patient's clinical record, and the other is used as a authorising woucher for payan authorising voucher for pay-ment of the dentist's fees. The latter half then goes to the

scheduling department.

Here, each dentist's monthly schedule of fees due is pre-

pared from the approved esti-mates. Operators, trained by the Board, tap out payment schedules (in triplicate) on thirty automatic accounting machines. Two copies go to the Executive Council, which in turn sends one to the dentist. The Board keeps

to the dentist. The Board keeps
the third copy.
That's the story of the ordinary estimate form you signed at
the dentist's. It's the backbone
of the Dental Estimates Board's
work. But there are also:
An orthodontic department
which receives approximately
400 plaster models of patients'
mouths every day.

400 plaster models of patients' mouths every day.

statistics section which copies information from a selected sample of estimates, analyses it, and supplies the results to the Ministry of Health to show trends in courses of treatment, fees authorised, and so forth.

In investigation division of seven sections—two carrying out checks on the volume of treatment, and five making random checks to see all is well.

dom checks to see all is well

A photostat department; a large typing pool; internal audit, personnel, salaries, accounts and accommodation depart-ments; a welfare officer, and an establishment officer.

Happy staff-good work

Staff rooms, well furnished and equipped, underline the warmth of human relationships beneath the efficiency and hard

There has been an effective joint consultative staffs committee since 1952, and manage-

ment meet staff on every major and minor question. "We want to get better methods still," said Mr. Brown-

methods still," said Mr. Brownjohn. "We want to get away
from routine work as much as
possible. Efficiency comes with
a happy staff and satisfactory
working conditions.

One of the reasons why
NALGO's 623 members at the
Dental Estimates Board are
themselves so lively may well be
because they know they have a
lively management working with
them and for them.



Top. Sorting department expert Miss V. E. Tate using the glant 800-flap 'Sortergraph' to group estimates from dentists in Surrey—at the rate of 1,000 an hour. Priority is given to estimates which need approval before treatment can start.

Centre. The coming generation should be 'tooth-conscious'—the Board now receives more than six times as many estimates for orthdontic courses as in 1949, 1,300 as compared with 200. Models of children's teeth, when these clerks have taken the details, are sent to join over 300,000 more in store.

Left. The authorisation department is one of the biggest. It has I4 sections at work, either giving prior approval to the treatment dentists say patients need, or authorising payment of fees for treatment already given. It takes about 12 months to train a clerk in this complex

Right. Last year, dentists put 20 million fillings in teeth. Between 1948 and 1950, £15-16 million was spent on dentures
—now the amount is under £7
million. Information like this million. Information like this is recorded by these girls on punch cards in one stage of the process of supplying the Ministry with statistics.





NEW TOWN PLEDGES

May pay compensation and it will be honoured

NEW Town development corporations can pay com-pensation to officers who are sacked as the towns are completed.

If they do, the compensation will continue to be paid by the Commission which will eventually take over the new towns.

These important pledges were given by Earl Waldegrave, the government spokesman, when NALGO took its fight for justice

for the new town staffs to the Lord Burden went on to quote

Lord Burden went on to quote at length from Mr. A. E. Nortrop's Presidential Address to this year's NALGO Conference, in which he stressed the "strong moral claim" to compensation of officers who had joined the new town staffs convinced that "there would be a lifetime's work for them," but now faced loss of their jobs.

"It is difficult to understand who."

"It is difficult to understand why the staff of new towns are refused the protection normally afforded where functions are transferred from one public authority to another," Lord Burden added.

"No whittling down"

He went on to recall that, in the House of Commons debate in Standing Committee on May

12 and 14 (reported in the June Public Service), the Minister of Housing and Local Government

had said that officers dismissed

when within ten years of pen-sionable age would be able to

take their pensions immediately. He had also promised "help if it is needed" to individual officers "left high and dry."

"I hope," Lord Burden added, "that, when these cases are con-

worth remembering about

PREMIUM

They cost £1 each and can be bought at any Post

for six months). 12 chances every year for each

can win up to £1,000 for you every month.

Bond you hold. The more you hold (maximum 500) the greater your chance to win one of the many

THOUSANDS of Cash Prizes each month. Each Bond

Above all, you cannot lose your investment and

PREMIUM SAVINGS BOND GIFT TOKENS make excellent

you can cash your Bonds whenever you like

presents for every occasion.

ALL PRIZES ARE FREE OF U.K. INCOME TAX AND SURTAX

Office, Bank or Trustee Savings Bank. You can even

purchase by instalments. (Use National Savings Stamps, 2/6 each; the Post Office will give you a card.)
Your Bonds qualify for every draw (after being held

SAVINGS

BONDS

Facts

House of Lords on July 16.

The Association's case was put by Lord Burden. He moved a new clause to the New Towns Bill, to require the Commission to consider paying compensa-tion to every officer losing his job or suffering a cut in pay as a result of the Bill. The clause proposed that the amount of com-pensation should be based on the Local Government (Com-pensation) Regulations, 1948.

When the new towns were started in 1946, said Lord Burden, it was proposed to build 20, and to follow these with more. To build them, the development corporations required, administrators, archive cruited administrators, architects, engineers, surveyors, town planners, housing managers, and other officers, mainly from local government.

"Strong moral claim"

"They tackled their new and exciting tasks with energy and skill. Today, as some of the new towns are nearing completion, they are a joy to see. To those who work and live in them, they are a source of pride and pleasure. But apparently no more are to be built."

sidered, a realistic view will be taken of the amount of compensa-tion to be paid. We hope that pay-ment will be related to the existing code and will not take the form of terminal gratuities."

He asked, too, that any com-pensation arrangements made by

pensation arrangements made by development corporation

NEW TOWN LOVE SONG

(After Christopher Marlowe

Come, live with me and be my queen,

queen, And on the broad, communal green We'll stroll, till the communal hall Shall open for the weekly ball.

Some days we'll walk upon the

Past flyover and clover-leaf, And up into the lily wood, Beyond the units (neighbourhood).

And when at last we shall come Into the spider-web of town,

I'll buy you gowns that are as right In London as in satellite. We'll take a little service flat, Have friends to chat of this and

If you would join this civic acene, Then live with me and be my queen. MARGARET ILLINGWORTH (Health member, Lancaster)

would be taken over by the New Towns Commission "without any cavil, without any attempt to whittle down." Earl Waldegrave, replying for

the government, gave the assur-ance asked.

The government, he said, could not accept Lord Burden's clause giving statutory compen-

sation to all new town staff. The development corporations were temporary bodies which staff had joined with their eyes open to the risk that their jobs would go when the town was built.

But the New Towns Act of

But the New Towns Act of 1946 had empowered the corporations to "do anything necessary or expedient for the purposes of the new town."

"The Ministry." Lord Waldegrave continued, "advises that one of the things that will be construed as necessary and expedient is to treat the staff in a fair and proper manner. These obligations will be taken over by the Commission. "I am sure that members of NALGO know that promises given in terms as categorical as those the Minister used are promises that neither he nor any successor of his could possibly avoid honouring without great trouble."

Left to Whitley Council

These assurances do not of course solve the problem of securing compensation for officers found redundant. The government is still adamant that compensation should be paid only in hard cases.

But they do clear the air NALGO will now press the New Towns Whitley Council to agree compensation terms.

If and when those are agreed, we have the Minister's promise, we have the Minister's promise, first that the development corporations will be allowed to pay the compensation accepted, second that, when the corporations have been wound up, the Commission which will take over their assets will also take over their obligations and continue to pay the compensation.

POWER STATION **CLERKS**

Responsibility bonus

Electricity power station clerks who cover more than one station can now be paid up to £50 a year extra, in recognition of their added responsibility.

This has been agreed between the boards and the unions, out-side the N.J.C.

Payment is left to the discretion of the employing board in each case.

The agreement is related to that already existing between the boards and the Electrical Power Engineers Association, under which some power station super-intendents are paid an extra £50.

Usually, a clerk will not re-ceive the allowance unless his station superintendent is also getting one.

Some exceptions

But there may be exceptions— for example where a clerk covers two stations each with its own superintendent, or where a superintendent receives no extra payment because the added capacity of a small station brings him into a new classifi-cation under the National Joint

Board agreement.
On the other hand, there may be cases where the additional number of employees at an added station entitles the clerk himself to a higher salary under the N.J.C. agreement. Normally, that higher salary will then be regarded as compensation for the extra responsibility.

NALGO activities-like most August.

holiday.

After protracted negotiations, during which some members began to despair and grow impatient, national salary agreements have now been reached for staff and chief officers.

13 grades for 20

year brought no change in structure, although salaries were im-

So, this time, the staff side was directed to negotiate a revised structure before dealing

After initial objections, the

Scotland gets new scales for old

Meeting on July 31, the Scottish Joint Industrial Council agreed a revised national salary structure and improved scales of salary.

The changes, the effect of which is given in full on page 15, operate from July 16, 1959. Present staff will receive pay increases ranging from £10 to £85 a year. The balance of any increase over £50 due under the pays scales will be naid from the new scales will be paid from the start of the financial year, 1960-61.

Three new divisions have been substituted for the present

A general division, consisting of a junior scale for staff aged 15-20; grades 1-3 (women only); and grade 4; An executive division, grades I to IV; and

V; and administrative division, grades

An administrative division, grades
A to D.
The general division absorbs
the old clerical, supervisory,
etc., division up to grade 4. The
executive division absorbs
grades 5-10 of the old C.S. division and grades I-V of the old
administrative and professional administrative and professional division (the scales of which were the same as C.S. grades 6-10). The administrative division absorbs grades Va to VIII of the old A & P division.

Miscellaneous staff

Special scales for outdoor collectors, school attendance officers, women telephone opera-tors (central and departmental), copying assistants, and clinic attendants, have all been increased by £25 at all points.

The salaries of milk officers are also to be increased by £25, and those of sanitary inspectors,

weights and measures inspectors, and professional assistants (legal, accountancy, engineering and surveying, architectural and planning) by £35, from July 16.

Local authorities are being

recommended to increase "by appropriate amounts" the salar-ies of employees not covered by J.I.C. salary scales, but to whom increases recommended by the Industrial Council are usually

26% rise for chief officers

Salary ranges for Scottish chief officers have been increased, with effect from the start of the fin-ancial year 1959-60.

This was agreed in July by the Joint Negotiating Committee for Chief Officials.

The ranges are now 26 per cent higher than the original ranges, which were fixed in 1954. Details are given on page 15.

The Joint Committee has also

The Joint Committee has also supproved the car allowance scheme. An officer who is required by his employing authority to provide a car, but who travels less than 4,000 miles a year on official business, is now to be classified as an "essential user" instead of a "casual user."

This means that he will receive a lump sum allowance to

ceive a lump sum allowance to cover overhead charges, irres-pective of the mileage run, instead of an allowance based only on the number of miles travelled.

The amount of the lump sum will be agreed between the officer and his authority.

divisions replace the former 20

grades in two divisions.

Does this go far enough? Or should we regard it only as a first

or the other?

In my branch, 500-strong, not

SCOTTISH NOTES

by JACK LAURIE

members—usually take a well-earned rest during July and

But not everyone bas been on

That for staff, reported above and on page 15, involves a change in the salary structure as well as a pay increase.

It is more than two years since the staff side first sought to re-duce the number of grades in the salary structure, and it did so on a strong directive from the district committee.

However, except for some shortening of grades in the cleri-cal and supervisory division, the review completed in June last proved.

with its proposals for pay

employers agreed, and the settlement reached on July 31 is the result: 13 grades in three

In my branch, 500-strong, not one member inquired about the proposed revision of the salary structure. Why, I wonder? Is the explanation that the demand for these reforms among the rank-and-file is not so great as we are sometimes led to believe? A Scottish exhibition?

Some branches, too, have

stayed awake this summer.

Dunbartonshire—surely our most active branch in public relations—has made constructive proposals for a Scottish local government exhibition. Rutherglen has continued to bring out its monthly "Newssheet," and other branches have started—or revived—magazines or news-sheets. Among the newcomers, I welcome "Gazette," published by Perth gas branch.

I have long been an advocate of the branch magazine or newssheet as a means of interesting members and keeping them informed of what NALGO is doing, and I hope that, as branches get back into the swing of autumn and winter activity, more will try their hand at one.

Headquarters P.R. department will gladly help any diffident amateur along the editorial pathway. Its pamphlet, "Hints for branch magazine editors," gives all the know-how necessary,

On the Bench

A NALGO member for nearly 30 years, L. Sims, chief financial officer of Mansfield hospital man-

officer of Mansheld hospital man-agement committee, has been ap-pointed a Justice of the Peace. Mr. Sims has served on both the national and district health ser-vice conditions sub-committees, and was chairman of the district sub-committee in 1951 and 1952. He is a former president of Mansheld and district branch.

N.E. Gas Board staff reshuffle

Big changes, designed to boost sales, are being made by the North Eastern gas board.

They may mean new duties and places of work for some of the board's staff. They will also bring promotion to some.

The changes transfer respon-sibility for production, distribution, and construction to specialist officers.

Group general managers, who have previously exercised those functions, will now be freer to get on with the vital job of

building up the board's gas sales. District managers in

board's smaller districts will in future be responsible to the new production engineer and the distribution engineer, as vell as generally to the group manager.

There will probably be other changes in the larger districts.

NALGO, through its district organisation officer in Leeds, will keep a watchful eye on the interests of members affected by the reorganisation.

THE GIFT WITH THE £1,000 THRILL All winners are notified by post. The 'London Gazette' also carries a full list of winning numbers and it can be seen at larger Post Offices.

Issued by the National Savings Committee, London, S.W.7

BEST TERMS WON FOR WATER MEN

NALGO's legal department

is a busy watch-dog for water staffs these days. It scrutinises every Water Order or local Bill authorising amalgamation of undertakings—see page 5—so that the Association can seek the best

Association can seek the best transfer and compensation pro-visions for members affected. Among the recent spate were the Bucks Water Board Bill, the Mid-Wessex Water Bill, and the Halifax Corporation Bill.

Halifax Corporation Bill.

When each came before the
House of Commons, the Minister of Housing and Inocal
Government recommended application of the compensation
code in the 1948 Local Government Act, which is less advantageous than the 1933 code.

"Wrong to apply 1948 code"

NALGO, through its Parlianal Go, through its Parliamentary spokesmen, pointed out that all these Bills authorised operations which could have been dealt with by Order under the Water Act, 1945. Such an Order would automatically contain the 1933 code and it was therefore wrong, the Association urged, to apply the 1948 code. In each case, the parliamentary committee upheld

n each case, the partnament tary committee upheld NALGO's view that the 1933 code should apply. As a result, the Minister did not press for the 1948 code to be applied in the later Reading and Berkshire Water Bill. These decisions must in-

These decisions must influence other Bills. If and when the expected legislation is introduced to replace the 1945 Water Act's compensation provisions, NALGO will be quick to guard staff interests.

'In or out?' posers on Pensions Act

The National Insurance Act received the Royal Assent on

It extends the main scheme of national insurance by providing a system of graduated contribu-tions and retirement pensions re-lated to employees' earnings.

The new scheme is expected to start in April, 1961.
Part II of the Act enables employers to contract out of the graduated part of the scheme those of their employees with

equivalent pension benefits under their occupational super-annuation scheme.

In the case of the local govern-ment and national health ser-vices, however, the appropriate Minister may contract out in-stead of the employer.

Problems for L.G.Os.

Many problems arise in con-sidering whether local govern-ment employees should be contracted out of the new scheme tracted out of the new scheme.
These are discussed in a memorandum prepared by the Ministry of Housing and Local Government, a copy of which has been received by the Association.

A special difficulty lies in the question of 'modification' of contributions and pensions payable under occupational schemes, to take account of the new graduated state pension in

new graduated state pension in the event of participation in the new scheme.

At present, local government officers are required to reduce their contributions to the superannuation scheme by £3 0s. 8d. a year (women, £3 5s.) and receive a correspondingly reduced

pension on retirement.

The Ministry memorandum skims over this problem, des-

cribing it as a "highly technical question" needing "a great deal of detailed consideration."

Clarification sought

To find out more about this and other problems, therefore, NALGO'S legal officer, J. G. Haley, met the official who drafted the memorandum.

As a result of their discussions, the government actuary is to prepare specimen examples to

sions, the government actuary is to prepare specimen examples to show how officers of different ages, salaries, and career patterns would be affected were they included in the new scheme. It is hoped that these examples will be available for consideration by NALGO's superannuation amendments sub-committee on September 18.

After that, the Association's representatives will seek further discussions with the Ministry on this and other points.

No decision has yet been made about contracting in or out.

Better scales for medical photography

Revised salary scales agreed in Professional and Technical "B" Whitley Council give increases ranging from £25 to £105 to medical photographers.

The new scales, effective from July 1, are as follows (old scales in square brackets):
Trainee: £210 (at 16-330 (at 21) x20-410 at 25 and over)[155-385]

Med. photographer: £530x25-655[460-570]

570]
Senior I: £600x25(4)x30-790[540-695]
Senior II: £705x25(3)x30-900[635-795]
The first agreement for medical photographers was negotiated in 1954-55, before medical photography was an established function of the health service. health service.

health service.

In March, 1958, the Industrial
Court awarded a 4½ per cent
cost-of-living increase, but the
staff side thought their pay
should more adequately reflect
gains secured for other health
staffs, and last April proposed
this complete revaluation.

MINISTRY MAN ADMITS HEALTH 'DISCONTENT'

"For several years, the national health service Whitley Councils have been the subject of discontent and despair."

This frank admission was made by the under-secretary of the Ministry of Health, D. A. V. Allen, at this year's conference of the Association of Hospital Management Committees. Three difficulties were inher-ent in the Whitley system.

Three difficulties were inherent in the Whitley system:

1. Delay—this was inevitable in negotiating any national agreement because so many people and bodies had to be consulted.

2. Government influence—since the government was the ultimate employer, and had to foot the bill, it must have a hand in negotiations. Its attitude always reflected national finance policy.

3. Complexity of the service—with its many different types of job and large numbers of separate authorities, the service had no comparisons outside.

Turning to another controver-

Turning to another controver-sial matter, Mr. Allen said that,

members were of immense value to the management side. Not only could they provide the necessary practical information, but they could, in the event of differences with the Ministry members, put their views direct to the Minister.

"This goes a long way to meeting the criticism that the management side is dominated by the Ministry and Treasury," he added.

'More stability ahead"

Mr. Allen did not think that permanent salary differentials between posts would dispense with piecemeal awards. The unions must always be free to take account of changes in responsibility, and of salary movements outside the service. But he did not think that the experience of the last two or three years was typical. Indeed, he foresaw a period of greater stability.

Rise for dental attendants

YOUR PAY—AND THEIRS

MANUAL WORKERS' EARNINGS

L.G. GENERAL DIVISION (MAX.)

COST OF LIVING INDEX

About 1,000 dental attendants employed in local authority clinics and 200 in hospitals bene-

fit from an Industrial Court award published on August 4. The new scale—printed on the right—gives an increase of 42 per cent above the old at the

The award is back-dated to June 1, 1959. The staff side had claimed a

£600

scale of £285-£565, based on the salaries paid to clerical staffs. The management side had offered only £210—£490.

Age	Old	New	Old	New
16	194	215	333	380
17	210	235	346	405
-18	247	255	359	430
19	263	275	373	455
20	278	295	****	480
21	294	315	Concer	505
	307	335	-	530
	320	355		

Get up to date -get electric water heating



. because it makes no dirt-or work at all

With an immersion heater in your hot water tank or cylinder you can always get a hot bath quickly. And there's no work at all with electric water heating - you simply turn the tap and get piping hot water. Thermostatic control ensures no current is wasted - one of the reasons why automatic electric water heating costs amazingly little to run, providing it's properly installed.

Ring your Electricity Service Centre and ask their representative to call. He will give you expert advice and will tell you all about the wide range of tested and approved heaters available, suitable for any home. . . . Or drop in and see them yourself.



Get up to date go electric!

Last April, the average earnings (including overtime, etc.) of men industrial workers aged 21 and over were £13 2s. 11d. a week—£684 a year. The graph compares industrial earnings with the price index and the maximum of the local government general division since 1947. The industrial worker started with an average of £321 in April, 1947. His earnings have increased by 113 per cent. The general division maximum (reached at age 30) started at £360. It has increased by 65 per cent. The price index has increased by 68 per cent. NALGO has pretty nearly maintained the standards of the general division officer—and enabled him to reach his maximum two or more years earlier. The industrial worker has fared better. But he has, of course, much less chance of promotion.

1947 48 49 50 51 52 53 54 55 56 57 58 1959

Readers' forum

Stand up for democracy!

NALGO'S decision to press for the abolition of local authorities too small to pay adequate salaries to their staffs seems to me to strike at the very

roots of democracy.

For where are democracy and freedom better seen at work than in our rural districts and small country towns?
Efficiency experts cry out for

large authorities. But my reply would echo the remark of a friend who worked in the suburb of a large county borough: "We

JUST A FEW LINES-

The shorter members make their letters, the more can be printed in Public Service. To help themselves, and other correspondents, readers are asked to limit themselves to 100 words wherever possible. Letters for the October

journal should reach the editor, I York Gate, Regents Park, London N.W.I, by September 18.

have no sense of belonging," he said. Surely an indictment of some aspects of our work!

I think we are approaching the problem the wrong way. Surely, our duty is to persuade the government and others that smaller authorities should be given sufficient financial support to emable them to pay adequate to enable them to pay adequate

A. V. BICKNELL Morden, Surrey.

No tears for new towns

New towns' officers may have New towns' officers may have been drawn from the best 1.g.o.'s; but I cannot agree with your June leader ("New town to scrap heap?") that "they left safe and promising careers" merely because "they were in-vited by the government to undertake an exacting job."
They knew there was no secu-

They knew there was no security of tenure—but the salaries were immeasurably more attrac-tive than those they were getting

in local government.

Most of them will still be needed, to administer the com-

pleted towns-but not at their

present unrealistic salaries.

As one who stayed with "the old firm," I am not going to worry unduly about those who left

left.

I do worry, however, about some of my colleagues nearing retirement whose jobs have never been upgraded. So long as authorities have wide discretions were some to remain tion, posts are apt to remain undergraded till they fall vacant. JAMES R. W. HAY

Living on the job

How nice to see the article in the June Public Service about the work of resident officers in

the work of resident officers in Part III accommodation.

Non-resident workers are often envious of the advantages enjoyed by those who "live on the job"—house, furniture, tax-free emoluments.

But what of the disadvantages?

The accommodation and furnishings must be accepted, whether or not they are to your

personal taste.
You are on call 24 hours a
day, and take time off only
"when it can be managed." You
are still responsible even when off duty.

You can rarely spend a night away from the home, except during annual leave—and ar-

ranging that is a nightmare!
In smaller homes, you may have to help out the staff shortage by taking on all sorts of jobs, from bathing old gentlemen to stoking boilers.

But there are still some who

are willing to care for the aged, for the great satisfaction it gives. M. G. DAVENPORT

Typists in arms!

Television shows us civil ser-Television shows us civil service typists demonstrating against threatened pay cuts; newspapers suggest they are about to chain themselves to Mr. Macmillan.

Wallasey typists are also up in arms! On the very day of the civil service demonstration, NALGO Headquarters got our branch resolution calling on the

branch resolution calling on the staff side to right the wrong done in "lowering the typists" (as a Conference speaker put it). Wallasey typists and machine

operators hope other branches will back up their protest. Wallasey J. H. DAVISON

Points from letters

Fewer than 22,000 members get more than £1,000 a year. Make it the majority, and the right youngsters won't need so much coaxing into the local government service.

—C. H. MARDON, Maidstone.

Let NALGO'S efforts to get extra pay for long service, and for l.g.o.s who pass promotion exambut are not promoted, cover health service members, too. — H. S. HILL, Fishpool, Notts.

Thank you for all the entertainment I, and many others, have derived from entering and reading your competitions.—MISSA.B. GILES, Brighton.

Fifty years ago

From NALGO'S journal, September, 1909.

"If a junior wishes to succeed in the municipal service, he must make up his mind that . . his work must always come first, his work must always come first, his own convenience second. No matter whether it be fair-copying, typing a letter, press copying, calling-back, filing, indexing, or any other of the numerous duties of a junior, he should 'attend to it with such concentration of soul as shall leave no possible loophole for regret to creep in."—From an article by Herbert Blain, founder of NALGO. article by Herber founder of NALGO.

The new "Silent Tread" Business Boot—10s. 6d. per pair.—

"The Local Government Board say that, having regard to the important duties to be dis-charged by health visitors . . . the salary should not be less than £100 per annum, . . "

MY BOOKSHELF

by Laurence Welsh

MOTOPIANS

"A great deal of what is currently called 'Subtopia' might well be re-christened 'Motopia' for it is the product, direct or indirect, of the motor," comments C. D. Buchanan in Mixed Riesving (Leonard Hill. 30s.) Blessing (Leonard Hill, 30s.).

In its short half-century of life, the motor has given pleasure to many. It has also caused the death or mutilation of countless thousands, and destroyed the beauty of town and country-

Mr. Buchanan has written a fascinating history of the motor vehicle, road transport, and the provision (or lack of provision) of roads for their use. It adds up to a telling condemnation of our failure to make wise use of this lethal toy.

Two things at least are clear: in towns, pedestrians and vehicles must be kept apart. And until the millenium dawns, and roads are adequate for our roads are adequate for our needs, we must take them as we find them—and that means "with a determination not to come to grief nor cause anyone else to come to grief."

Pantiles or precincts An important influence in deciding where we may go safely

on foot and where on wheel is the siting of shops. Wilfred Burns offers a study

of their design and distribution in British Shopping Centres (Leonard Hill, 45s.).

The best arrangement, natur-The best arrangement, naturally, is to put them away from road traffic, and Mr. Burns shows how, by word and by well-chosen illustrations. The Pantiles at Tunbridge Wells or a new suburban precinct at Coventry provide old and new illustrations of the same principle.

Rails into roads?

An interesting, if Utopian, remedy for Motopia is the theme of Railways into Roadways? (Morgan Brothers, 6s. 6d.). Brigadier T. I. Lloyd tells us that, by replacing rails by road surfaces, we can have more traffic at less cost. This was hotly denied by other engineers, presumably all equally able to judge. A strenuous debate in The Engineer took place and is reproduced in this book.

The violence of these abstruse polemics leaves the inexpert reader hard put to it to make up his mind.

Cheery engineer

He may turn with relief to the

modest and persuasive booklet
Municipal Engineering as a
Career (2s.). This describes the
study and training required for
the profession and the prospects
of those who enter it.
David Watson, president of
NALGO's Warwickshire branch
and this year's president of the
Institution of Municipal Engineers, "launches" the booklet
with a cheery preface.

AMONG OTHER BOOKS

Management Development, by F. I. de la P. Garforth, Institute of Personnel Management. (15s. 6d.)
London Council of Social Service Annual Report, 1958-1959.

vice Annual Report,
No charge.
Elements of Local and Central
Government for the Police Officer,
by J. Conlin. (Cassell, 6s.)
Whillan's Tax Tables and Tax
Reckoner, 1959-1960. (Butter-

ALL DRAPERY

The dedication of the house

NALGO'S forthcoming move from the Nash terraces of York Gate to the new Woolworth Building is

(After Auden)

Underneath the York Gate stucco NALGO hide no more. Past routine may get a shock-o In a ten-cent store. New surroundings mean adjustment-You may find You've left behind Some out-of-date encrustment.

New ideas may turn out catching In this fresher air.
All, impressed, may soon be watching You let down your hair. Without losing former greatness, Move, and then The "five and ten". May shake your old sedateness.

When "Nothing over sixpence" vanished In the days of dearth, The "five and ten" store still astonished With good money's-worth. Change, but keep the same description: For each bob Still do a job Worth anyone's subscription.

Good proportions, lovely stucco Vanish from the scene. Plastic may replace morocco (Easier to clean). Georgian squalor's stout defender Still loves Nash, But-let's be rash ! Let's try some ten-cent splendour.

ICONOCLASTES

Will blackcoats influence T.U. policy?

by Geoffrey Drain

Membership of white-collar unions has increased five-fold since 1914.

Will this substantial growth Will this substantial growth affect the trade union movement generally? In his latest book, Trade Unions in a Free Society (Institute of Economic Affairs, 8s. 6d.) B. C. Roberts, Reader in Industrial Relations at London University, thinks it must. He writes:

"Trade unionism has, in fact, spread right across the spectrum of employment to include doctors, managers, and technicians as well as bank and office clerks, civil servants, teachers and local government employees. . Since it is likely that the number of workers employed in service occupations will increase, and those in factory employment decrease, the trade union movement is bound to reflect this change in the composition of its membership. The effect of these changes on union policy is certain to be important, since the social and political views of white collar workers tend to be different from those of manual workers."

The author does not carry his The author does not carry his thoughts on this subject any further. This is a pity because there has, as yet, been no proper consideration of it in any general work on the development of trade unions in present-day society.

Union problems

Mr. Roberts attempts to answer a number of problems which trade unions have increasingly faced during the post-war years, their attitude to a national wages policy, the assessment of wage advances in relation to national productivity, differentials, the place of pen-sion schemes, and the possible rôle of profit sharing.

He is clearly attracted by of the features many American trade unionism, parti-cularly as exemplified by he work of Walter Reuther and particularly by its non-political character.



KENRIC SUPPLIES

24 YORK PLACE, LEEDS 1. Telephone 29714

Offer Nation Wide Caverage

FURNISHINGS

ELECTRICAL GOODS GARDENING TOOLS KITCHEN FURNITURE

FURNITURE POWER TOOLS

Cash terms up to 15%

Credit terms available on application

YORKSHIRE READERS, we are pleased to advise that owing to increased demand we are now in new and larger premises as detailed above where we can offer excellent Showroom facilities for your personal selection

Special local arrangements available in most larger provincial areas for personal selection full details of these will be forwarded on application.

EXCELLENT DELIVERIES TO ALL PARTS

THE CORPORATION OF SECRETARIES

A professional and examining organisation for Secretaries and Administrative Officers. The Corporation's examinations are recog-

Members are entitled to describe themselves as Incorporated Secretaries and to use the letters F.C.C.S. or A.C.C.S.

Qualifying examinations are held twice yearly in June and December. The syllabus for examinations in Local Government Administration is obtainable from-

THE SECRETARY,
THE CORPORATION OF SECRETARIES,
DEVONSHIRE HOUSE, 13 DEVONSHIRE ST. LONDON, W.1

WHO KILLED THE GEN. SEC.? (On conference platform too platform too!)

A Birmingham motion to end the no-strike policy . . . A warning that, unless it changes its outlook and methods, the Association will be swallowed up by a more militant union...
revelation of corruption by
the Association's leaders . . .

These are the steps that lead to the murder of the general secretary on the Conference platform.

Yes, the Corcliffe Conference of the National Association of Technical Workers and Allied Technicians (the Natwats) was memorable. It is brilliantly chronicled by Eric Burgess in Divided we fall (Collins Crime Club, 12s. 6d.).

Club, 12s. 6d.).

No NALGO member will be able to put this book down.

Never mind the murder clues!—
good though these are. What about clues to Natwat's identity?

Is it NALGO?

Some are suggestive. Natwat is a non-militant, "responsible" union. The background is familiar, almost recognisable. The Conference train, the Conference town, the free tickets.

The Conference traces the the conference traces are the

The Conference types — the sound man: Mr. Trouble maker; the wind-bag.

The Conference hotel, the Conference parties, the Conference cliques

Even the Conference widow: "Do you suppose I don't know what these Conferences are? Beautiful get-togethers for men who are tired of their wives."

Luckily, other clues provide the alibi. Natwat is a small union with a dwindling member-ship. The murdered general

secretary is a ruthless dictator, hated by his assistant, his ex-mistress, and many delegates. Nothing of NALGO there.

But other intriguing problems remain. Was the victim to blame? Or did the fault lie with "lesser men" who "fail to use the power of control that is in their own hands"?

Not the least of Mr. Burgess's achievements it to leave the

achievements is to leave the detective story reader with two unsolved problems: union leadership and union apathy.

This month's competition

A MULTIPLICITY OF **MEMBERS**

STANLEY A. HOLLAND (Birmingham)

We've all heard of a goggle

What about some new "nouns of assembly" for NALGO members? A column of treasurers? An escape of gasmen? A set of dental attend-

Prizes totalling three guineas to be awarded at the editor's discretion-are offered for the

Entries, giving name, address, and branch, must reach Public Service, I York Gate, by September 24. Results will be announced in November. The editor's decision is final,

random

Too true!

"It unfolds the poignant story of a man of retiring age, who has become shrivelled up and dead inside by thirty years at the town hall."— Film review.

"When someone complains about a book in our library, I just put the book aside in a locked room," explained a Californian librarian recently. "Right now, we have two thousand locked away."

Blameworthy

"My position in this department is a difficult one," sighed the deputy. "I'm always called in at the last moment to share the blame."

Postbag

Card from colleague on holi-day in Beer, Devon: "I am in Beer . . . and vice versa."

A tight driver is more dangerous than a loose wheel.

A titled J.P. engaged in testing a boy's mental health asked him a boy's mental health asked him to explain the difference between a king and a president.
"Oh, that's easy," the lad
replied. "A king's got blue blood,
but a president might be a
common man like you." He was
certified as sub-normal.

Typists' pool

"I don't know which holiday I more-mine

PHOTO-FINISH FOR ETHICAL-METRICAL

Stanley A. Holland reports on the May competition

number of competitors.

In such a close field, it was almost necessary

In such a close field, it was almost necessary to employ photo-finish apparatus.

First prize of a guinea is awarded to H. A. Hall (Port of London Authority) for the following brave attempt to provide a straightforward version applicable to all services:

The first and foremost duty of an officer must be To give his full allegiance to his own authority; To regulate his conduct so, whatever may befall, He never will discredit public services at all. The maxim that has guided courts of law for many a year—

a year—
That justice must not just be done but that it must be clear

To everyone it has been done—applies with equal force
To public service officers (of every grade, of course).

Local government to the fore

Most competitors related their versified version of the code to a particular service—usually local government. Outstanding is this one from G. H. Grattan-Guinness (Huddersfield), who

s 10s, 6d.:
A local government officer should
Ever remember that public good
Has always within the service stood
As a matter of personal pride.
A local government officer must
Bear in mind that he holds a trust;
His private affairs will never thrust
Devotion to duty aside.

"Schizophrenic rectitude"

Not all competitors were so serious, some reaching heights of hilarity in their wish to specify the things officers should not do. Another 10s. 6d. goes to N. A. Entwistle (Exeter), for the only printable entry of this type: Remarks made in committee in your working office life.

Remarks made in committee in your wife.

Are not for publication, not even to your wife.

Don't purchase all the building sites shown on the county plan—
county plan—
Nor yet suggest this gambit to another man who can.
Your private hobbies, correspondence, schemes, your garden flowers

Must wither unattended in the span of office hours.
And, when away at Cayton Bay, no swimming in the nude.

Take part in dealings shady 7 or accept a brioer recrain ye:
But, courteously, and with a smile, comment: "It's turning rainy."
If beat thy wife thou dost, or worse, it must be kept sub rosa:
Revealed, such pastimes will not bring public relations closer

Miss A. E. Giles (Brighton)

nude.

-A life of public, private, schizophrenic rectitude

As one competitor (Douglas Wild, Eton and district) put it, the theme of the May competition was:

Ethics à la modé,
Systematically, estatically
Expressed in NALGO code.

The invitation to put the Association's code of conduct into verse was accepted by a goodly number of competitors.

A. number of competitors successfully parodied more famous poets. Thus Kipling found competent devotees in Mrs. E. E. Atkins (Deptford), C. Bennett (Crewe and district), Mrs.

A. M. Peters (Hertfordshire), and H. Mansfield (Cardiff); while Longfellow and Patience Strong and followers in B. C. Howard (Middlesex) and E. Hall (Clacton) respectively.

Two entries of this kind win prizes of Seesch

Two entries of this kind win prizes of 5s. each.

POLONIUS, PUBLIC SERVANT
Give private affairs no place
With office duties; let integrity
Be both thy maxim and thy standard borne
Aloft for all to see. Honest thy deeds,
For public upon private virtues wait,
As daylight is. Be courteous to all;
And it must follow, as the night the day,
Authority's perfect officer thou'lt be.
R. C. Readett (Birmingham) and W. Shakespeare

R. C. Readett (Birmingham) and W. Shake
THE TOWN CLERK'S TALE
or "Room at the Tabard"
The l.g.o. must be like Caesar's wife,
Above reproach throughout his life:
Giving the lieges his allegiance,
Engaging in no intransigence.
He must not peculate for private pelf
But subjugate to service thoughts of self.
He must be, and must be seen to be,
A very model of integrity.

A very model of integrity.
G. M. Russell (East Lothian) and G. Chauc

"Dedicated doormats"

Two more prizes of 5s. for the following: Sussex, they will know you by your ethics.
Essex, you'll be worthy of their trust.
Lancashire, your honesty, integrity and
courtes

In Lancashire, your courtesy Will keep your armour shining without rust. A knight-errant, a paragon of virtue, No private life or selfish thoughts at all: Two hundred thousand dedicated doormats All over England at the old Town Hall.

F. G. Turner (Bognor Regis)

Thou shalt be loyal to thy boss, the jolly Corporation.

Thou must not by thine actions cause a public consternation

In all things honest thou shalt be, and do thy duty ever.

Take part in dealings shady ? or accept a bribe? No

CHORLTON'S Unique Shopping Service A WEST-END STORE IN YOUR OWN HOME! Send now for the wonderful new Chorlton colour Catalogue that brings you Britain's most comprehensive range of merchandise—fashion, furniture, and household goods of all descriptions. Introduce this unique shopping service to your relatives and friends, and earn high commissions. Credit terms up to 2 years. Postage, stationery and expenses-free. No experience necessary. JUST SHOW THE CATALOGUE - THE REST IS EASY All goods are guaranteed. Famous makers include-Playtex, Bondor, Exquisite Form, Gossard, Tricel, Viscana, Bush Baby, Terylene, Everwear, Hoover, Pifco, Morphy Richards, Black & Decker, Remington, Philishave, and Ever Ready. 医一种 新拉拉斯格勒托斯 國國國 医骶线 医红色红细胞瘤 百年。 MAGNIFICENT 612 PAGE COLOUR CATALOGUE FREE! Chorlton SPARE-TIME BY CHORLTON WAREHOUSES Fill in this coupon & post today 1. Cut out the whole advert round the dotted line. 2. Fold down from top X to bottom X. 3. Fold across as indicated and tuck flap A into flap B. IRELAND REQUIRED NO POSTAGE STAMP REQUIRED IF POSTED IN GREAT BRITAIN 305 years of OR NORTHERN I STAMP POSTAGE SERVICE Street Warehouses REPLY SER MANCHESTER Chorlton Chorlton WILL BE PAID BY CHORLTON WAREHOUSES LTD MANCHESTER MAKE FLAP B

CLASSIFIED **ADVERTISEMENTS**

HOLIDAYS AND HOTELS

RENWYN, 29 West Cromwell Road, Earla Court, S.W.S. Con. all parts. Room and breakfast from 17s. 6d. Freemantie 1000. Belarave Road, Vic 8970. 3 mins. Vic and coach station. H. and C., electric fires. LONDON, W.2. Millards Private Hotel. 100 Sonses Gardens. Hyde Park, Hotel Park, 100 Sonses Gardens. Hyde Park, Gardens. Hyde Park, 101 Sonses Cardens. Hydroxida Sonses C 2019
EDINBURGH. "Ashlyn" Private Hotel, 42
Inverleith Row Comf. accom., good food.
B and B Mod terms. Telephone 99954.
THE SMALE. GUEST HOUSE with the
Big reputation Nield. Morrangside, Banscombe Road. Brixham, S. Devon.

FOR SALE

"GUARANTEED FURNITURE." Call and inspect, without obligation, our full and inspect, without obligation, our tun-range of bedroom, dining room, bounge suites, bedding and carpets, etc., by lead-ing manufacturers.—TUGON FURNI-TURE CO., 40 Rivington Street (opposite Shoreditch Church), E.C.2. Phone SHO

MISCELLANEOUS

OUR SHOPPING LIST will be sent promptly on request with details of particular items in which you may be little-sented. At our showrooms in 34 Great Eastern Street, ondoon, CALLTY makes of FURNITURE and CARPETS will interest the discriminating purchaser; all information, catalostees and details of special rates from GRIFFITHS HACKNEY CABINET COMPANY LIMITED. Telephones: SHOreditch 4431/3.

OFFICIAL & MUNICIPAL

MEAT INSPECTORS required by TAN-GANYIKA GOVERNMENT Veterinary GANYIKA GOVERNALAY
Department for one tour of 30 % months
in first instance on contract with gratuity
at rate of 133% of total salary drawn.
Salary scale (including inducement pay)
6813 rising to £1,341 a year. Commenoing salvry up to £945 a year according
to age and experience. Outlit allowance
to age and experience. Outlit allowance
tour of 10/16 months. Local Government Superannuation rights, can normally be preserved. Candidates preferably
under 35 must possess M.O.F. Cert. of
R.S.H. or R.S.A. (Scott). Duttes are meat
inspection and grading. Write to the
State age, name in block letters, full
qualifications and experience and quode
M.18/15/2749/PAU.

SOCIETY OF TELECOMMUNICATION ENGINEERS

Appointment of General Secretary
The S.T.E. invites applications for the
some vacant is 1960. The preferred age
rong is 30-40 years, but applicants outside that range will be considered on their
merita. The pay will be on the scale 11.500qualifications and experience. Five-day
week. Annual leave 6 weeks. Non-contributory supersonuation. Medical examination
required. Closing date for applications
For full details write to General Secretery, S.T.E. 418 Salishury House, London
Wall, LONDON, E.C.2.

CASTLE ESTATE - Saddlers Farm FRINTON-on-SEA

For sale on this attractive estate Off main Frinton Road

Semi-detached Bungalows €2,660 Detached Bungalows £2,760 and £3,350

Semi-detached Houses €2,999-£3,050 Freehold NO ROAD CHARGES

Sales Office open Weekdays Saturdays 9-12, Sundays 3-6 Shone; FRINTON 794

NEW WHITEHALL SUPPLIES LTD 140-142 Grand Buildings, Trafalgar Sq. idon, W.C.2 Tel.: TRAfaigar 3771-

rumiture, Carpets, Washing Machines Refrigerators, Tape Recorders, Radios Refrigerators, Tape Recorders, Radios RV Everything Electrical, Typewriteral Cameras, Lawn Mowers, Garden and Power Tools, Hardware, Sewing Machines, etc.

H.P. Terms and Cash Discounts All Makes Normally Available

THE INCORPORATED SOCIETY OF AUCTIONEERS AND LANDED PROPERTY AGENTS

conducts annual examinations in four divisions, including HOUSING MAN-AGEMENT, which are recognised for promotion purposes. The Society's distinguishing letters are FALF-A(Fellow) and AALP-A. (Associate). Full details from the Secretary's Oueen's Gate, S.W., (Telephone: KNIghtsbridge 0034/5/6.)

THE WORLD'S GREATEST BOOKSHOP

FOYLES

A bookshop such as booklovers dream of. There is no other bookshop, anywhere, compare with to Foyles.

-A Customer's Latter TICKETS FOR ROAD, RAIL, SEA, AIR TRAVEL. HOLIDAY TOURS AND CRUISES 119-125 CHARING CROSS ROAD LONDON WC2 Gerrard 5660 (20 lines) *Open 9-6 (inc. Sats.)

NEW PAY SCALES AT A GLANC

Here are summaries of new scales arising from settlements reported on the pages indicated in brackets

LOCAL GOVT.

Children's homes etc.

(From April 1, 1959-page 7) Except where otherwise stated, the new scales provide the same number of increments as the

CHILDREN'S HOMES
Superintendents and matrons
These staffs are paid a cash salary, with emoluments valued for superannuation purposes only. (The new emolument values differ from the old only to the extent of rounding off

to the	nearest i	£5.)	
Beds	Old pay*	New pay	New emols.
	Superint	didents	
99 or-	389-486	420-525†	225
100-199	471-537	505-575	225-230
200-299	512-583	545-625	225-230
300-399	594-676	635-720	250

400-599 701-809 750-865 250 400-599 701-809 750-865 250

Materian

99 or- 358-450 390-480† 225
100-199 419-471 450-505 225
200-299 435-501 465-535 225
300-399 471-537 505-575 245-250

• For the purposes of this report only, the old scales have been rounded off to the nearest £1.

† This is a range, not a scale. The employing authority can decide the starting salary within the range, and three annual increments are then paid, provided the maximum is not exceeded.

Superintendents and matrons who hold the Central Training Council in Child Care's Certifi-cate in the residential care of children (or a similar qualification) will get an extra £30 a year.

Houseparents

Old pay
House fathers . 450-530 470-550
Assistant do. . 400-480 420-500
House mothers . 400-480 420-500
*The old scale had four increments:
the new one has five. Existing staff will
all move up one point.

The former extra £25 a year
for holders of a recognised
qualification is increased to £30.

The extra payments made to
house fathers or mothers in

house fathers or mothers in charge of establishments some distance from the main one or from the administrative centre

have also been revised, as fol-

REMAND HOMES

Old	New
a)	
495-555	530-590
510-570	550-610
525-585	565-625
400-480	420-5204
	495-555 510-570 525-585

and girls' homes) 460-600 506-640;

The old scale had tour increments:

and gsts' homes) 460-600 505-640†
The old scale had four increments;
the new one has five. Existing staff will
all move up one point.
This is a range, not a scale. Employing authorities decide the starting
salary for each post within the range,
and four annual increments of £20 are
paid, provided the maximum is not
exceeded.

If a supervisor has a quali-fication required of a house-master or housemistress of an approved school, the authority can pay the scale applicable.

APPROVED SCHOOLS

APPROVED SCHOOLS

Hossemasters: The old scale ran from £505 at age 23 to £610 at age 30, and then from £625 to £785 according to years of service after the age of 30. There was a qualification bar at £670. The new scale runs from £575 x £5(6) x 30(4) to £845 without reference to age or years of service, but with a qualification bar at £725. Staff will normally start on the minimum, but the employing authority can start those of suitable age and experience at any point up to the fifth £700, subject to the approval of the Secretary of State.

Housemistresses: Ultimately as for housemasters, but on transitional scales (see below) until January 1, 1961.

Welfare officers: As for housemasters.

Old New

Matrons (boys' As in boys' rescheels):

Matrons (boys' As in boys' reschools): mand homes
Up to 99 beds (corresponding

100 or more beds
Assi, martons (boys' schools):
Housemothers:
7 This is a rouse.

The color The scole to schools (corresponding groups).
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-605 585-645
545-6

Farm bailiffst 700-1,000 735-1,035*

* This is a range. The scale in each case will consist of six annual increments of £20 each
Asst. farm bailiffst 630-750 655-775
Clerks ("voluntary" Certain Charter schools):

schools):

**This is a range. The scale in each case will consist of six annual increments of £20 each case. The schools of the scale in the schools.

**This is a range. The scale in each case. The scale in the scal

Southfield Tyre & Battery Service

TYRES AND BATTERIES BY EASY PAYMENTS

Phone: VAN 5656-7-8 for details 288-290 Merton Rd. Southfield, S.W 18 Plants do better un SANGRAL TEN-DAY FERTILIZER

The Organic Base Plant Food with the Perfect Balance Packets 1/-, Bottles 2/3 and 3/9

Our New Fashion Catalogue

of the latest styles for the Autumn and Winter is now ready, so send for your copy to-day.

DEPARTMENTS
Jawellery, Watchea, Rings, Gifts, Cutlery, Brush Sets, Ladies' Clothing, Furs, Fur Coats, Handbags and Leather Goods, Furniture, Portable Wireless

Sets, etc.



E. J. FRANKLAND & Co. Ltd.

London Showroom:
NEW BRIDGE ST. HOUSE,
NEW BRIDGE STREET,
LUDGATE CIRCUS, E.C.4.



Brand-New Goods At Bargain Prices . . .

Refrigerators, washing machines, furniture, power tools, recorders, shavers, fires, spin-driers, furs, typewriters, etc. etc.

Car hire. Everything for the home and your hobbies, too. All makes—full guarantees. Send for List.

SPECIAL SALES SERVICE

432 VICTORIA HOUSE (4th FLOOR—VERNON PLACE ENTRANCE) -SOUTHAMPTON ROW, W.C.I.

APPROVED PROBATION HOMES AND HOSTELS

Wardens (boys' hostels): The old scale was £520-600, with an extra £25 where there were 20 places or more (exclud-ing staff). The new scale is £600-675, with an extra increment to £700 where there are 18 places or more (excluding

there are 18 places or more (excluding staff).

Wardens (boys' homes): The old scale was as for wardens of boys' hostels. The new one is £675-750, with an extra increment to £775 where there are 18 places or more (excluding staff).

Boys' homes and hostels:
Old New Asst. wardens' 460-540 500-580

"Where a "deputy warden" is appointed, the managers may agree an annual addition to the scale, subject to approval by the Secretary of State.

Matrons 390-510 425-5457

I This is a range, not a scale. Employing bodies decide the starting solary for each post in the range, and four annual increments are paid, provided the maximum is not exceeded.

Aust. matrons: Salaries decided by

the maximum is not exceeded.

Asst. matrons: Salaries decided by employing bodies to be revised in the light of the above.

Girls' homes and hostels:

Wardens and assistant wardens will ultimately be paid the same as those in boys' homes and hostels, but will be on transitional scales (see below) until January 1, 1961.

The yearly charge for board and lodging has been raised from £116 to £120, with corresponding small revisions in the weekly charges for family and guests and the charges for casual meals on duty.

Equal Pay

(Transitional scales)
Revised scales
1.4.59 1.1.60 1.1.61

Approved schools (570-840 572-842 575-845 (bar at £720, £722, and £725 respectively)

Girls' prob. 588-687* 594-693* 600-700*

hastels
Girls' prob. 663-762* 669-768* 675-775*
humes
* The final point applies only where
there are 18 or more places. Assistant wardens

Assistant wardens Girls' prob. homes and 483-561 491-570 500-580 hostels

Assimilation
Assimilation for existing housemothers (children's homes and approved schools), assistant matrons (boys' remand homes and approved schools), and assistant housemothers (children's homes) is shown with the scales.

In other cases, assimilation is to be to corresponding points, except for the following. (The figures for women are the transitional ones.)

	wellare	omicers in	approved	remons
	Existin	ng salary	Nev	w salary
	Men	Women	Men	Wome
	505-545	500-540	575	570
	560	555	600	595
	575-590	570-585	625	620
	610	604	650	644
	625-640	620-635	675	670
	655-670	650-666	700	695
	700-720	695-715	755	750
	740	735	785	780
	760	755	815	810
	785	780	845	840
N	loteW	here the	above tab	de woul
		· Imarane	-6	them CAL

mean an increase of more than £40, the actual increase is to be £40 and the balance is to accurae as from the next incremental date in addition to the normal scale increment il any.

Farm bailiffs: Increase of £35 at all points.

625 613 675 662

Note.—As above, but the maximum immediate increase is £50.

Wardens, approved probation homes
Up to 17 places:
520-600 509-588 675 663
20 or more 18 or more places:
545-605 534-593 675 663
625 613 700 687

* There are no homes for 18 or 19 residents.

Residential accommodation

(From April 1, 1959-page 7)

N.B.: In each case, the num-ber of increments remains as before.

before.		
Beds	Old*	New
	Superintendent	9
Up to 99	389-486	420-525
(RANGE)		
100-199	471-537	505-575
200-299	512-583	545-625
300-399		625-700
400-599	650-711	700-765
600-799	650-711 701-783	755-835
800-999	783-860	835-920
	Matrons	
Up to 99	358-450	390-480
(RANGE)		
100-199	419-471	450-505
200-299	435-501	465-535
300-399	471-537	505-575
400-599	537-604	575-645
600.999	594.676	635.720

• For the purpose of Public Service only, the old scales have been rounded off to the nearest £1.

An extra £50 a year is to be paid to any superintendent or matron on these scales who holds the S.R.N., S.E.A.N., or other approved nursing qualifi-

Values placed on emoluments for superannuation purposes are now rounded off to the nearest

 Öld
 New
 Old
 New

 £225
 10s. 0d.
 225
 £246 0s. 0d.
 245

 £228
 11s. 6d.
 230
 £249 1s. 6d.
 250

In addition, small increases have been agreed in the weekly charges for family and guests, and in the charges for casual meals on duty

Prize crossword for members

Compiled by R. B. MAWBY (Middlesex Executive Council branch)

WE AGAIN offer two prizes of one guinea each to the senders of the first two correct solutions opened. These must reach The Editor, "Public Service," I York Gate, Regents Park, N.W.1, not later than September 28.

Write your name, address, and branch on the coupon in capitals and send it with your entry in a sealed envelope marked "Crossword No. 11" (3d, stamp). Members only should enter (one entry only, please!); and winners' names will be published next month.

ACROSS

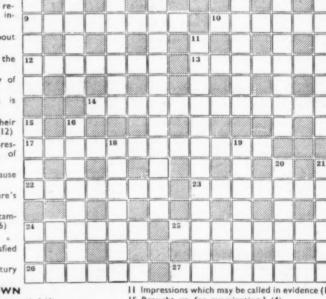
- I Act after an unusual dispute over a letter (8) 5 Minor dictatorship re-vealing Scandinavian in-fluence (6)
- 9 Rude exclamation about 'orrid passage! (8)
- 10 Sounds as though the tailor suits! (4, 2)
- 12 A tame N.E. variety of mammal (7) 13 An atomic element is
- nothing to drink (7) 14 Unripe tradesmen? Their wares shouldn't be! (12)
- 17 Combine mind and prestige for this sort of painting (12)
- 22 150 to love? That'll cause a row! (7) 23 Terror! Qualms! There's a finback! (7)
- 24 Met his doom at Stamford Bridge in 1066 (6) 25 Hinder (8)
- 26 The inner man is satisfied in this car (6) 27 Went up as the century closed (8)

DOWN

- Cutting father on the phone? (6) Palpitate (7)
- 4 Issues are often their concern (12) 6 Floral alternative in no small comp 7 One may find a record abovel (8)

8 Study poetry or its counterpart (8) Winners of Crossword No. 10 were: Mrs. C. Jones, Newbury branch, and Mr. J. Tipton, Dearne Valley branch. The solution was: Across: 1, Sample, 4. Clubmoss, 10. Reduced, 11. Unloved, 12. Charles the First, 13. Decoded, 14. Bolero, 17. Listen, 19. Blether, 23. The end of the line, 24. Earnest, 25. Eclairs,

- II Impressions which may be called in evidence (12) Brought up for examination? (4)
- 16 Take two mules in—and find the murderer! (8)
 18 This feeling is mine, too (7)
- Run true, change, and nourish (7) 20 Stupefied-and put to the bottom half, perhaps!
- (6) 21 The bare 550 made a deafening noise (6)
- 26. Sedately, 27. Kernel. Down: 1. Spruce, 2. Mediate, 3. Local government, 5. Laughs, 6. Bolt from the blue, 7. Obverse, 8. Sedition, 9. Odyssey, 15. Flattens, 16. Slither, 18. Speared, 20. Elison, 21.-Portal, 22. Teasel.



Public health inspectors (from April 1, 1959— see page 7)

635 665 695 725 785 785 805 Posts requiring meat cer-tificate in addition. 725 755 785 815 845 875

Valuation panel staffs

(from April 1, 1959see page 7) Class of 1,220-1,375

1,220-1,375 1,065-1,220 880-1,065 765- 880 APT III

The new general division goes from \$210 to £595, with a bar at £465 and two extended increments to £655.

SCOTLAND

Charter staffs

(from June 16, 1959— see page 10)

C.S. etc. Division			meral rision
15	200	15	210
16	220	16	230
17	240	17	260
18	260	18	300
19	290	19	330
20	310	20	360
		 Men's scal women's £15 lower 15 and i lower at 17-20). 	e only: scale is at ages 6, £20 ages
Gr. 1	Gr. 2	Gr. 1	Gr. 2
330	350	355	375
350	375	375	400
370	400	395	425
390	425	415	450
410	450	435	475
430	475	455	500
450	500	475	525
Gr. 3	Gr. 4	Gr. 3	Gr. 4
375	380	400	405
400	410	425	435

	Amen omy.	
C.S. etc. Division	A. & P. Division	Executive Division
Grade 51 520 540 560 580 600	Grade [* 593 615	1 605 625 645
69 595 615 635 655	635	645
7 625 645 665 685	## 625 645 665 685	11 675 695
8* 663 685 705 725	665 685 705 725	715 735
9	IV	m

(N.B. Grades 1, 2, and 3 apply women only.)

tThe maximum increase payable to staff on grade 5 at July 16, 1959, to be £50, any balance to be paid from beginning of financial year 1960/61.

Present staff on Clerical etc grades 6 and 8 and A. & P. grades I and III to retain present scales plus £35.

C.S etc. Division	A. & P. Division	Executive Division
10	V	1V
770	770	805
790	790	825
810	810	845
830	830	865
		Administrative Division
	Va.	A
	820	855
	840	875
	860	895
	880	915
	- 11	B
	880	915
	905	940
1	930	965

- 40	
PH :	C
945 970 993 1020	1005 1030 1060
VIII 1005 1035	D 1040
1060 1085	1095 1120

Except where otherwise stated, staff will be assimilated to the new scales on the corresponding points basis.

Chief officers

(from financial year 1950-60-see page 10)

	300	balle rel	
		ery range 'A'	
Pops.	Min	. Max.	Increments
(in 000's) Under 3	630		4
Under 3	630	756	3 @ 31+ }
24	600	1071	1 63
510	819	1323	120
10-15	945	15120	4 4 63
15-20	1071	1764*	4 8 63
20-30 30-45	1260	2142	4 @ 63
30-45	1386	2268	4 @ 63 4 @ 63 5 @ 63
45-60 60-75	1512	2520	5 @ 63
90-73	1710	2835	2 @ 126 1
75-100	1890	3150	2 2 126
			1 @ 63 7
100-150	2079	3465	2 @ 126 }
150-250	2268	3780	1 00 63 5
130-230	2200	3700	1 6 63
250-400	2457	4095	2 @ 126]
Over 400		at discretion	1 63 /

Salary	range 'B'	
Min.	Max.	Increment
	4	
630	756	2 @ 311
420		1 60 63 /
6.90		3 6 63
256	11340	3 6 63
819	12600	3 6 63
887	1449	3 @ 63
882	1575	4 @ 63
945	1701	4 @ 63
1008	1827	4 @ 63
1071	2016	5 @ 63
		5 @ 63
1449	2520	2 @ 126 }
1638	2772	2 @ 126
ME	discretion	1 6 63 }
	Min. £ 630 630 693 756 819 882 882 1008 1076 1260 1449 1638	4 4 5 600 756 630 756 630 756 630 945 6693 1071 756 1134* 819 1260* 882 1449 882 1575 945 1701 1008 1827 1071 2016 1260 2268 1449 2520

* Cities and burghs only: in counties maxima in these ranges are—range "A"—£2142, range "B"—£1449.

In a burgh, population 20-45,000, which employs a full-time medical officer of health, the maximum salary of the town clerk may exceed the range "A" maximum by not more than £125 in the 20-30,000 population group and not more than £30 in the 30-45,000 group. In a county, population 10-30,000, the salary of the director of education may exceed the appropriate range "A" maximum if the employing authority thinks fit, having regard to the highest salary payable to a head teacher.

The salaries of all officers, deputies and senior assistants whose salaries are fixed in relation to those of designated officials are to be adjusted appropriately.

Where there is one designated deputy only, and he is qualified to act in all respects in the absence of the chief officer, his salary scale will normally be two-thirds of that applicable to the chief officer.

HEALTH

Public health nurses

(from March 1, 1959see page 2)

N.B.: Board and lodging charges for resident staff are shown in square brackets after scale, where applicable.

No. of staff	Scole
rio. of arag	- 1
1000 or more	At discretion
500-999	1125-1400 (range)- increments: 40(3); 45(2)
300-499	1035x40-1235
200-299	965x35(3)x40-1150
150-199	915x30(3)x35-1075
100-149	875x30-1025
50- 99	835x30-985
25- 49	805x30-955
10- 24	805x30-925
Dep. supt. nag. off	199

10- 24	805x30-925
Dep. supt. nsg. off	cer
	At discretion
500-999	915-1095 (range)
	increments: 30(4)
300-499	865x30-985
200-299	835x30-955
100-199	805x30-925
50- 99	775×30-895
25. 40	750×30-870

Div. or area nug. officer (and grouped grades): As for supt. nsg. officer to max. of £1,235 for 300 or

Dep. div. or area asg. officer etc.s As for Dep. supt. asg. officer to max. of £985 for 300 or more staff

School nurse (Scotland)-S.R.N. or with H.V. Cert.: £550x25-£730

olled uset, nurse: £430x20-£550.

Health visitor: £655x25-£830.

Dist. nurse midwife (5.R.N., S.C.M.) With dist. trng. £600x25-£755[195] Without dist. trng. £575x25-£750[195]

Dist. nurse (S.R.N.) With dist. trng. £550x25-£750[195] Without dist. trng. £525x25-£725[195]

School surse
With H.V. Cert. £600x25-£775
Without H.V. Cert. £525x25-£700

th H.V. Cert. £600x25-£775 thout H.V. Cert. £550x25-£725

Aast, surse midwife (S.E.A.N./S.C.M.); £525x25-£700 (Scot. (S.C.M.) £500x 25-£650 [180]).

805-1015 (range)

725x25-850 675x25-800

9 or more 745x25-870(230) 5-8 720x25-845(225)

Sen. asst. supt. di £720x25-£845[225]

Other sest. supt. dist. home: £695x25-£820[225] Sen. dist. nurse of small home (2-4 staff): £575x25-£775[195]

Midwifery sister in charge of a home (2-4 staff): £650x25-£825[205]

Residential schools and bear

Group A:
Matron: (200 beds and over) £875x30£1025[290]; (100-199 beds) £835x30£985[265]; (under 50-99) £805x30£925[265]

E9:25[265]

ani. matrona: (b £750x36-£870(230)(ii) £625x25-£800+£30 alloce [205]
Statesr £605x25-£90(205)Sanf nurse: £500x205(3x25-£625[180]
Enr., nast. nurse: £430x20-£550[165]

L.H.B. marsing officers Group A: £1180x40(1)x45-£1400 Group B: £1115x40(3)x45-£1420 Group B: £1115x40(3)x45-£1325 Group C: £1050x40-£1250 Group D: £985x35(2)x40-£1175 Group E: £925x35-£1100

Mental and M.D.

hospital nurses (from March 1, 1959

see page 2)
N.B.: Board and lodging charges in square brackets.

Hothog sister: £675x25-850[205] Home sister: Category (a)* £705x25-880[205]; Category (b)* £675x25-850 [205]

Aust. matron: £700x25-875[205] Sen. aust. matron: £785x30-905[230] Ngt. sister: £675x25-850[205] Ngt. sister in sole charge: £690x25-865

[205]
Ngt. supt.t
Under 500 beds £775x30-895[235]
500-999 beds £805x30-925[240]
1000 beds or over £835x30-955[240]
Unqual, futer: £675x25-850[205]
Sister ratior: £805x30-925[240]
Sister futer is sole charge: £830x30-950
[240]

[240]
Prin. sister tutors £865x30-985[240]
i/c 1-3 nurse tutors £865x30-1015[240]
i/c 4 + nurse tutors £865x30-1015[240]
N.B.: * Category (a) are home sisters who administer a nurses' home (or group of homes) with more than 200 residents and a staff of one or more home slaves and/or assistant home wardens. All others are in category (b).

Supervisors of schools in M.D. hospitals

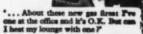
New pay scales, giving rises of £20-£60 a year have been agreed for supervisors in mental deficiency hospital schools and their assistants. The new scales operate from July 1, 1959, and are as follows (with old scales in brackets):

Supervisors:
Under 25 children £565-700[535-665]
25-100 children £630-765[595-725]
Over 100 children £670-815[635-755]
Amt. supervisors: £450-565[430-535]
Unquadified staft receive £50 less at such scale points, as before.

She was ashamed of her cold-hearted home!









"Here's just the thing, Madam, — this gas convector radiant fire is designed



... It draws in cold sir, he circulates it as convected her direct heat, too, from these





you choose the heat you want with selector — full on to start, then age to half on for constant comfort."



all-round-the-room comfort ...



only GAS can give

You want healthy

See the new gas fires at your Gas Showrooms



MORE OF OUR LOVELIES | Accent on youth at | NALGO's

More and more pretty girls are joining NALGO—and entering for our "Prettiest Recruit" competition. Here, from a record entry, are the April and May-winners. In April, the judges, unable to choose between blonde and brunette, divided the prize between Joan Clegg, a clerk-

machine operator at Harlow U.D.C., and Jacqueline Boreham, junior clerk at Edmonton. Both are 17. The May prize goes to 19-year-old Margaret Davison, clerk-typist in Down county education department and one of around 100 NALGO members in Northern Ireland



Jacqueline Boreham



Joan Clegg



Margaret Davison

B. & O. FUND CAN NOW **GIVE MORE**

Thanks in part to NALGO' efforts, its Benevolent and Orphan Fund can now give more widows and others needing its aid.

For years, J. W. Edmonds, the Fund's chairman, has joined with others in urging the Government to increase national erament to increase national assistance grants and the amount of other help it disregards in assessing them. At last, the Government has agreed.

From . September 7, weekly grants go up from 45s, to 50s. for single persons and from 76s. to 85s. for husband and wife. At the same time, the amount of other income "disregarded" is increased from 10s. 6d. to 15s. for each recipient. each recipient.

The Fund has asked district committees to increase their grant to 15s. Single beneficiaries will then get 9s. 6d. a week more, married couples 13s. 6d. more.

Extra pension for post-retirement job

If I should decide to go on working after normal retiring age, what extra state pension shall I earn? And will that extra pension be affected if I draw any sickness, unemployment or industrial injury benefit during my "continued employment?"

This question was put to NAL GO's legal department. It replied:

replied:

Under the National Insurance scheme, a man (or woman) who goes on working after he is eligible for a retirement pension (age 65 for men, 60 for women)
can earn an increased pension to
the tune of 1s. 6d. a week for
every 25 extra contributions he
pays while he remains at work.

But if, during his extra work-ing period, he draws sickness, unemployment, or industrial in-jury benefit, the National Insurance contributions credited to him will not help towards in-

New ruling on tax relief

The article in the June number of Public Service, advising mem-bers how to claim income tax relief on their car loans, sug-gested that local inspectors of taxes might agree to adjust their P.A.Y.E. coding instead of going through the cumbersome pro-cedure laid down in Section 169 of the Income Tax Act, 1952.

The Principal Inspector of Taxes has now made it clear, however, that this will not be allowed. Members must therefore follow the procedure out-lined at the start of the article.

N.H.S. under firefrom John Ruscoe

John Ruscoe, the Associa-tion's honorary treasurer and city treasurer of Bradford, will

city treasurer of Bradford, will be chief opposer in a debate on hospital administration at the Aberystwyth school this month. The motion, "That hospital administration has been more efficient since 1948," will be pro-posed by D. P. Alwyn Smith, deputy senior administrative officer, Welsh Regional Hospital Board. Board.

The school, arranged by the South Wales and Monmouth-

south water and Monmouth-shire district committee, will be held on September 18-20. It will be in three sections: local government, health, and electricity. In addition to the debate, the local government, and health

local government and health schools will also hear a lecture by Mr. Ruscoe on the social ser-

The local government school will include talks and discussions on the history, functions, and future of the service. The health school will study the legal aspect of hospital administra-tion and "Some health trends in Wales."

High-light of the electricity school is likely to be an open forum on Sunday afternoon.

L. G. Moser, national organiser for electricity staffs, will be

on the panel.
With him will be D. G. Dodds, industrial relations adviser to

the Electricity Council: A. R. Cooper, operations and person-nel department, Central Elec-tricity Generating Board; and tricity Generating Board; and R. G. Williams, secretary, South Wales Electricity Board. J. M. Malone, NAL GO's dis-

trict organisation officer, will be in the chair. Mr. Dodds, Mr. Cooper and

Mr. Williams will also give talks on the theme "Electricity—Ten years in retrospect."

N.C.I. student again wins D.M.A. prize

For the fourth time in the eight

For the fourth time in the eight years since it was instituted, the Sir Horace Wilson prize has gone to a NALGO Correspondence Institute student.

He is NALGO member M. F. Mercer, of the Brighton town clerk's department. The prize is worth fifteen guineas. It is awarded annually by the Local Government Examinations Board to the candidate who does the best work in the final DMA examination.

Mr. Mercer was one of 649 candidates who sat the final exams this year. Of these, 162 passed part I and 166 passed part II.

Diplomas were gained by 131 of the candidates—bringing the number of DMAs awarded so far to 682.

St. Andrews

From a Special Correspondent

Two new features contributed greatly to the outstanding suc-cess of NALGO's summer school at St. Andrew's Univer-sity last month.

One was a special practical course for junior local government students. The other was the welcome addition to the school of 14 colonial govern-

The junior section, comprising 20 students, mostly under 21, was conducted by John A. Mack, Stevenson lecturer in citizenship, Glasgow University, assisted by Miss Pat Webster, press and publicity officer, Camberwell M.B.C. (and, until lately, a member of Public Service staff).

Clear thinking

It was designed to help the young people to gain confidence in expressing themselves, and give them practice in clear thinking, handling difficult situations and dealing with the public.

They joined the main course

They joined the main course for most of the local government lectures, but discussed them as a separate group.

Here, they were first able to put questions direct to the speaker before he rejoined the main course students. Then they were encouraged to comment individually on the lecture and to speak on chosen tonics. and to speak on chosen topics, not necessarily connected with local government.

At the end of the week, the At the end of the week, the junior officers demonstrated what they had learned to the senior group. This session began with "What's in the news today?" in which two students each spoke for five minutes on the subject of any news item in the morning paper. Two others gave short talks on their employing authorities and their ploying authorities and their own jobs. Afterwards Mr. Mack and Miss Webster commented on their performances.

Practical demonstration

To illustrate their practical training in public relations, groups of the young students acted two short scenes to show how not to treat the public.

Given the idea, the students wrote the dialogue and produced the sketches themselves, giving brilliant performances. Finally, everyone—including the "senior" audience—was

asked to say what qualities make

how clearly and confidently even the youngest and shyest officers spoke up on this subject. Colonial visitors

good boss, It was remarkable

The colonial students came from Basutoland, Gambia, Northern Rhodesia, Kenya, Somaliland, Jamaica, British Guiana and Zanzibar. For them, the week ended a five-month course sponsored by the Colonial Office, with Dr. L. C. Hill, NALGO's first general secretary, as tutor-in-charge.

The overseas visitors also joined wholeheartedly in the joined wholeheartedly in the social activities—always a happy feature of the St. Andrew's school. Their appreciation was summed up by M. R. Rodriques, president of JALGO (the Jamaican "Nalgo") who described the school as "one of the most rewarding experiences it has been our good fortune to have."

Service experts

Lecturers included experts from the three services repre-sented at the school, and Mr. J. Hogarth, assistant secretary, Department of Health for Scotland, Mr. Norman Wilson, de-partment of political theory and institutions, Liverpool University, and Mr. R. B. Pres-cott, Dundee Technical College.

The Association's President, Mr. Norman Bingham, and Mrs. Bingham were guests at

NALGO course for D.M.A. students

A NALGO residential course for students of the Final and Intermediate D.M.A. and of examinations in hospital ad-ministration will be held in London on January 3-10, 1960.

Interested members are advised to write to the education officer at Headquarters without

M.B.E. for Aberdeen member

Mr. James Martin, civil de-fence officer for Aberdeenshire, and a member of Aberdeen county branch, was awarded the M.B.E. in the Queen's Birthday Honours for services to civil defence.

G.O.M. dies at 94

Jabez Darricotte

NALGO has lost its Grand Old Man—one of its earliest members and missionaries, the man who discovered its first

man who discovered its first full-time general secretary and founded its Benevolent and Orphan Fund.

He was Jabez Darricotts.

He died in his sleep at his home at Cheadle Hulms, Cheshire, on May 6, in his 95th year.

95th year.
"Darrie," as he was known to thousands of members during NALGO's first 21 years, was a headmaster who became Bol-ton's schools supervisor in 1903.

ton's schools supervisor in 1903.
At about the same time, the Bolton municipal officers formed themselves into a guild, which he joined. In 1905, this guild, with five others, three regional associations, and the Association of Municipal and County Engineers, decided to found NALGO.

He brought them in

"Darrie" was one of the live-liest members of the new association. Night after night, with a handful of colleagues, he would visit other towns in Lancashire, address their offi-cers, and urge them to form similar guilds and link up with NALGO.

It was uphill work, unre-warded save by the enthusiasm

warded save by the enthusiasm it evoked.

In 1907, Darricotte was elected to the National Council. In 1909, he persuaded the Council to appoint a young Bolton officer, L. Hill, to be its first paid secretary—and Hill to throw up his job and take on the new one, without an office and at a salary of 50 guineas a year.

Founded B. and O. Fund

Later the same year, "Darrie" started the Benevolent and Orphan Fund—and was chairman of its management committee from its inception until he retired in 1926. As a Life Trustee, he saw its annual income grow from £16 in 1910 to £71,000 last year. "Darrie's" work for NALGO continued long after he had left the service and the N.E.C. Throughout the last war, he made his home an open house for any member in the Forces. He retained his interest in the Association to the end. We salute the passing of a great

salute the passing of a great man—and a great Nalgoite.

KILLED IN A OTOR-WAY PLANE CRASH

Trevor John Livesey, county surveyor of Holland, Lincoln-shire, who lost his life in the tragic 'plane crash on the St, Albans by-pass early in July, was a popular member of the Holland branch. Mr. Livesey was making an

aerial inspection of the by-pass, which forms part of the new London to Birmingham motor-

which he was travelling hit a lorry and burst into flames.

Mr. Livesey began his local government career in Prestatyn.

After distinguished war service he went to Grantham, where he became surveyor in 1949. He moved to Holland in 1957

We also report with regret the recent deaths of:

recent deaths of:

J. W. G. Coker, honorary secretary, Droxford branch, since 1950, who died from injuries sustained in a road accident.

J. A. Essery, founder member of the Newport branch, its president in 1937, and its secretary for 14 years before he retired from the service in 1952. For more than 30 of his 48 years with Newport corporation, Mr. Essery was chief clerk in its architect's department, Miss Edith Jeavons, assistant housing officer, Kidderminster.

LOCAL GOVERNMENT IN PICTURES

In town hall, tent, library, and local cinema, NALGO's unique photographic exhibition is telling the country what local government is and how it works. This year, it has been shown at 65 different centres, and is already heavily booked for autumn civic displays. To help branches with limited accommodation, the exhibition has now been produced in miniature size, its 33 screens each measuring 10 in. high by 8 in. wide.





The adaptability of the exhibition is demonstrated by the contrasting methods of display shown in these two photographs. Left: in a library display, organised by Bexhill and East Sussex branches, the screens take their place among local exhibits. Above: the spacious stairway at Romford

town hall provides an ideal setting.